



# CABINET

<b>7.30 pm</b>	<b>Wednesday 17 April 2019</b>	<b>Council Chamber - Town Hall</b>
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Members 9: Quorum 3

Councillor Damian White (Leader of the Council), Chairman

**Cabinet Member responsibility:**

Councillor Robert Benham

Cabinet Member for Education, Children & Families

Councillor Osman Dervish

Cabinet Member for Environment

Councillor Joshua Chapman

Cabinet Member for Housing

Councillor Jason Frost

Cabinet Member for Health & Adult Care Services

Councillor Roger Ramsey

Cabinet Member for Finance & Property

Councillor Viddy Persaud

Cabinet Member for Public Protection and Safety

**Andrew Beesley**  
**Head of Democratic Services**

**For information about the meeting please contact:**

**Debra Marlow tel: 01708 433091**

**e-mail: [debra.marlow@onesource.co.uk](mailto:debra.marlow@onesource.co.uk)**



**Please note that this meeting will be webcast.  
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which is not in camera range.**

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Members of the public are entitled to report on meetings of Council, Committees and Cabinet, except in circumstances where the public have been excluded as permitted by law.

Reporting means:-

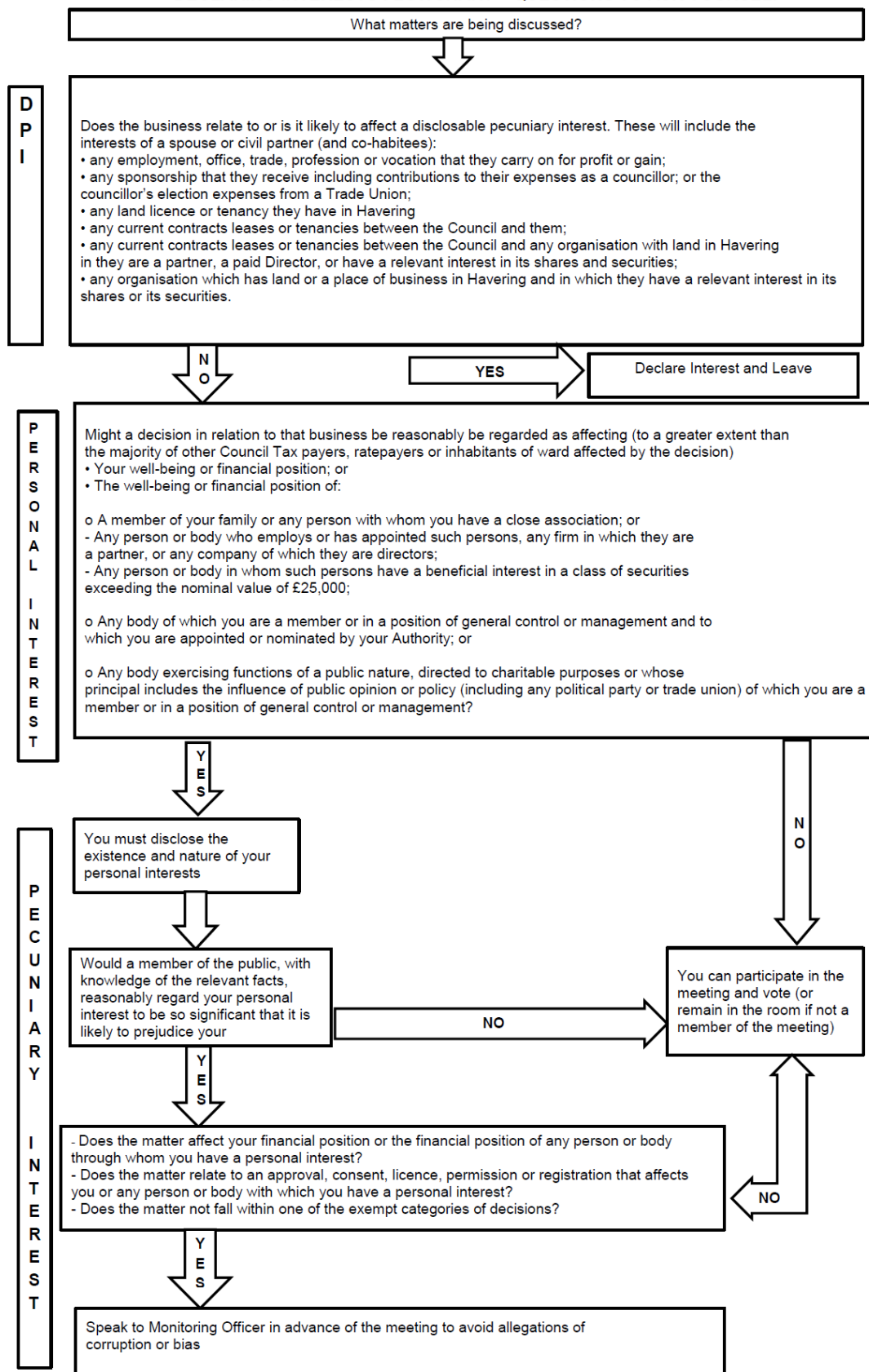
- filming, photographing or making an audio recording of the proceedings of the meeting;
- using any other means for enabling persons not present to see or hear proceedings at a meeting as it takes place or later; or
- reporting or providing commentary on proceedings at a meeting, orally or in writing, so that the report or commentary is available as the meeting takes place or later if the person is not present.

Anyone present at a meeting as it takes place is not permitted to carry out an oral commentary or report. This is to prevent the business of the meeting being disrupted.

Anyone attending a meeting is asked to advise Democratic Services staff on 01708 433076 that they wish to report on the meeting and how they wish to do so. This is to enable employees to guide anyone choosing to report on proceedings to an appropriate place from which to be able to report effectively.

Members of the public are asked to remain seated throughout the meeting as standing up and walking around could distract from the business in hand.

# DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF



## **AGENDA**

### **1 ANNOUNCEMENTS**

On behalf of the Chairman, there will be an announcement about the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

### **2 APOLOGIES FOR ABSENCE**

(if any) - receive

### **3 DISCLOSURES OF INTEREST**

Members are invited to disclose any interests in any of the items on the agenda at this point of the meeting. Members may still disclose an interest in an item at any time prior to the consideration of the matter.

### **4 MINUTES** (Pages 1 - 10)

To approve as a correct record the minutes of the meeting held on 13<sup>th</sup> March, 2019, and to authorise the Chairman to sign them.

### **5 IMPLEMENTATION OF THE NEW SPECIAL FREE SCHOOL IN HAVERING** (Pages 11 - 108)

### **6 SERIOUS GROUP VIOLENCE AND KNIFE CRIME STRATEGY 2019-2022** (Pages 109 - 192)

### **7 VIOLENCE AGAINST WOMEN AND GIRLS STRATEGY 2019-2022** (Pages 193 - 256)





**MINUTES OF A CABINET MEETING**  
**Council Chamber - Town Hall**  
**Wednesday, 13 March 2019**  
**(7.30 - 9.00 pm)**

**Present:**

Councillor Damian White (Leader of the Council), Chairman

**Cabinet Member responsibility:**

Councillor Robert Benham

Cabinet Member for Education,  
Children & Families

Councillor Osman Dervish

Cabinet Member for Environment

Councillor Joshua Chapman

Cabinet Member for Housing

Councillor Jason Frost

Cabinet Member for Health & Adult  
Care Services

Councillor Roger Ramsey

Cabinet Member for Finance &  
Property

Councillor Viddy Persaud

Cabinet Member for Public  
Protection and Safety

There were no apologies received for the absence of Councillors.

**45 DISCLOSURES OF INTEREST**

There were no declarations of interest.

**46 MINUTES**

The minutes of the Cabinet Meeting held on 13<sup>th</sup> February, 2019 were agreed and signed by the Chair as an accurate record of the same.

**47 QUARTER 3 CORPORATE PERFORMANCE REPORT**

The Quarter 3 Corporate Performance Report (2018/19) was presented to Cabinet. It was noted that for Quarter 3 a RAG status had been provided for 43 of the 46 Corporate Performance Indicators and 9 out of the 25 perception/engagement indicators. Of those Corporate Performance related indicators so rated 28 (65%) have a **Green** (on track) status, 6 (14%) have an **Amber** status and 9 (21%) have a **Red** (off track) status. It was noted

that the proportion of Green indicators had decreased and those of Red had increased.

The following corporate performance indicators have changed their position from last quarter and are now RAG rated **Red**:

- % of looked after children who ceased to be looked after as a result of permanency (Adoption and Special Guardianship Order)
- The proportion of repeat victims of domestic abuse
- Number of apprentices recruited in the Borough

Of those perception / engagement indicators that have been RAG rated:

- **1** (11%) have a **Green** (on track) status
- **3** (33%) have an **Amber** status
- **5** (56%) have a **Red** (off track) status

This is a very slight decline in performance compared with the position at the end of Quarter 2 when 12% were rated **Green** and 44% were rated **Red**.

The following perception / engagement indicator has changed position from last quarter and is now RAG rated **Red**:

- % of respondents worried about crime in the area

The aspiration is for the quality of indicators to increase. The data is collected both nationally and regionally. Councillor Jason Frost pointed out that with the indicators for looked after children, to “force an outcome” would be inappropriate as the most important aspect would be to find the best outcome for a child than to meet the CPI target.

Cllr Keith Darvill was disappointed to see the decline in the number of apprenticeships recruited in the Borough. A huge amount of work, led by the Director of Adult Social Care and Health, to increase this number, has been commenced to identify more opportunities within the Borough. The Leader added that there is a lot to be optimistic about in this regard particularly with the Joint Ventures embarked upon in the Borough which will allow a much greater offer for degree level apprenticeships. Much work has been done in local schools, with an event at Hall Mead School taking place very recently.

It will be appropriate for the outcomes to be monitored and everything will be done to Champion this. The next edition of the Borough’s Living Magazine will involve a “Young Persons Take Over” which will highlight the opportunities that are available and to be developed.

#### **Cabinet:**

**Noted** the performance figures set out in the Appendices to the report and the corrective action that is being taken.

The Chafford Sports Complex report was presented to Cabinet by Councillor Viddy Persaud, Cabinet Lead Member for Public Protection and Safety.

Chafford Sports Complex is owned by Harris Academy Rainham as part of the wider Harris Academy Federation. It is used by the Academy for school use. Community use provision is currently operated, outside of school hours, as part of the Council's Leisure Management Contract by SLM Ltd. Cabinet previously agreed at their meeting on 17 November 2017 to continue funding the management of the Complex until December 2018.

The report before Cabinet is to consider the outcome of the consultation which sought the views of stakeholders on the option for Council funding for the community use of the Centre to cease.

470 responses were received, all wishing to see the Chafford Centre remain open. The responses were broken down into six themes and can be viewed within the report appendices.

The Sports Complex is now 47 years old and in need of significant capital investment if it is to continue to operate as a publicly accessible sports complex. Indeed, it could be said that the Complex is at the end of its life with ongoing investment being required just to keep it open due to the age of the buildings. The Complex would also require a significant ongoing revenue subsidy for a management fee to SLM since unlike other leisure centres it does not self-fund and is highly unlikely to do so in the future under any circumstances while it is a dual use site and only available outside school hours. In a competitive market, the Complex does not meet with current expectations for the quality of facilities and the usage of this Sports Complex is significantly lower than the use of others. The SLM contract made a saving and helped the Borough to close the budget gap. The financial implications of keeping the centre open are untenable.

SLM have provided the Council with indicative essential maintenance costs to keep Chafford Sports Complex open for a further one year and a further three years from June 2019. To keep the whole complex open for a further year, the investment required would be an estimated £456,000, and for a further three years an estimated £577,000. To just keep the swimming pool open for either one year or three years, the estimated cost is the same at £375,000.

Three quarters of the schools that have been using Chafford are now using the Sapphire Facility. The Disability Swim Club has indicated they will relocate to Abbs Cross. Alternative provision is located at a distance of 3.4 miles from the Chafford Sports Complex and a feasibility study is in place to consider new, modern provision in the South of the Borough.

Reprovision in the area must be considered particularly looking at the model used by the Becontree Centre which developed on a modular basis. With

major developments, particularly the Beam Park site, innovative methods of construction for new provision are being looked at and evaluated as people in the South of the Borough need a first class provision. The current complex poses a health and safety issue and to keep the Centre open would require a significant spend.

Following discussion,

**Cabinet:**

1. **Considered** the results of the consultation on the future of Chafford Sports Complex.
2. **Agreed** that funding for the community use of Chafford Sports Complex should cease, with effect from 1 June 2019.
3. **Delegated** authority to the Chief Operating Officer to end the current arrangement to give effect to the decision to cease funding for the community use of Chafford Sports Complex.
4. **Agreed** that the cost of keeping Chafford Sports Complex open from 1 April 2019 until the end of the notice period is met from the Business Risk Reserve. Based on a monthly cost of £19,357, if the notice period ran until late May 2019 the estimated cost is £38,714
5. **Agreed** that the mitigating actions identified in section 6 are progressed.
6. **Agreed** to investigate the feasibility to secure a site and funding to develop a new self-financing sports centre in the south of the borough, with a report on this to be submitted to Cabinet in the Autumn and agree that funding of up to £50,000 be released from the Business Risk reserve if required.

49 **PROPERTY DISPOSALS**

The Property Disposals Report was presented to Cabinet by Councillor Roger Ramsey, the Cabinet Lead Member for Property and Finance.

The report identifies two sites that do not appear to meet the Council's approved criteria for property ownership and therefore need to be considered for disposal or self-development to meet corporate need, through the General Fund, HRA or Council-owned Company. These sites are the Land at Gooshays Drive, Harold Hill and the Land at Hall Lane Pitch and Putt Course, Upminster.

It was noted that, the Council should only propose to appropriate land for planning purposes if it has an intention to see the land used for development that promotes or improves the economic, social or

environmental wellbeing of its area and believes that the appropriation is needed in order to facilitate or achieve any of these aims. It is necessary to look at the use of the land in question and to the value of it on an ongoing basis in order to achieve housing targets.

The Golf Course land does not comply with the open space needs of the Borough and if developed it will be high class housing with associated open space playing fields which local people can be very proud of.

The report sets out the statutory process and appropriate applications have been made and notices issued as required by law.

It was noted that Planning Permission had been sought and there was concern among some Members that the appropriation aspect should have been dealt with first to make it clear and transparent as what is happening and proposed in terms of development. It was stated that a welcome approach would have been for consultation to have been completed much earlier. However, it was also discussed that to have the Planning Proposals in view gives more opportunity to the public to see the proposals. The best practice advice had been followed as supplied by officers in the acknowledgment of the housing crisis in the Borough. Following discussion,

**Cabinet:**

- (a) **Agreed**, in principle, that the land referred to below is no longer required to be held for the purposes for which the Council presently holds it and that it should be appropriated to planning purposes with a view to its subsequent disposal in due course:
  - Land at Gooshays Drive, Harold Hill
  - Hall Lane Pitch & Putt Course, Upminster
- (b) **Authorised**, for the purposes of (a) above and in accordance with section 122(2A) Local Government Act 1972 and section 233(4) Town and Country Planning Act 1990 that notices are placed in a local newspaper circulating in the area for two consecutive weeks expressing
  - (i) an intention to appropriate the land to planning purposes; and
  - (ii) an intention to dispose of the land following its appropriation.
- (c) **Considered** any objections to the intended appropriation and/or disposal before a decision to appropriate or dispose is made.
- (d) **Agreed**, in principle, following its appropriation for planning purposes, to the disposal of the land referred to above subject to (b) and (c) above.

The Report was presented to Cabinet by the Assistant Director of Development, Kevin Hazlewood. On 16 August 2018 the Council granted the Outline Planning Permission under application reference P1004.18 to develop 30 new affordable dwellings at New Zealand Way. The development would comprise 2 bedroom and 3 bedroom houses, with associated landscaping and car parking, on the land bounded by New Zealand Way, Queenstown Gardens and Gisborne Gardens, Rainham. The Decision Notice was issued on 17 August 2018.

The proposed development site at New Zealand way is classified as highways, maintainable at public expense and it is highway verge. For the proposed development to go ahead the Council, like any other developer, is required to carry out a stopping up process. On 22 November 2018 the Planning Committee granted a resolution to authorise commencement of the stopping up process. The stopping up notice reference HAV017087 was displayed on site on 25 January 2018 and it is due to expire on 22 February 2019.

In order to override any private rights in the land it is considered prudent to appropriate the land for planning purposes and be statutorily compliant. The matter is therefore before Cabinet to seek approval to agree the appropriation and facilitate the proposed development at New Zealand Way. Following discussion,

**Cabinet:**

1. Based on the reasons set out in the report before them, **Agreed** in principle :
  - i. subject to Recommendation 2 below that the land referred to below bounded by New Zealand Way, Queenstown Gardens and Gisborne Gardens, Rainham RM13 8JT, (shown in redline boundary on the plan attached as Appendix 1 to the Report) is no longer required to be held for the purposes for which the Council presently holds it and that it should be appropriated to planning purposes with a view to its subsequent development in due course;
  - ii. to appropriate the land at New Zealand Way for planning purposes under S122 (1) of the Local Government Act 1972;

and

2. **Authorised**, for the purposes of carrying out Recommendation 1.ii above and in accordance with section 122(2A) Local Government Act 1972, that notices are placed in a local newspaper circulating in the area for two consecutive weeks expressing both an intention to appropriate the land to planning purposes and following the completion of the process, **Authorise** the Director of Regeneration

Programme Delivery following consultation with the Lead Member for Regeneration,

- i. to consider any objections to the intended appropriation before it is made
  - ii. to consider also the outcome of the Equalities Impact Assessment before the intended appropriation is made.
3. Given the above, **delegated** authority to the Director of Regeneration Programme Delivery, following consultation with Lead Member for Regeneration and Head of Legal and Democratic Services to:
  - i. determine and implement the appropriation;
  - ii. agree the timing of the implementation and all matters related to appropriation;
  - iii. undertake all the appropriation processes in respect of the site; and
  - iv. deal with all matters arising from the decision and to complete appropriation process. This is to include completion of the statutory processes for the appropriation of the open space and the appropriation for planning purposes in respect of the site, in the event that there are no representations on the above issues.

## 51 LONDON COUNTER FRAUD HUB

The report was presented to Cabinet, highlighting the potential benefits of Havering Council joining the London Counter Fraud Hub. The Hub is supplied by CIPFA, in partnership with BAE systems with Councils and third parties providing data to be analysed for fraud using advanced data analytics. Councils and third parties will supply their data into the Hub and will then receive fraud alerts, delivered through a cloud-based case management system, so that they can be investigated. The more Local Authorities put in their data, the more effective the Hub will be at discovering fraud.

Testing was carried out by 4 pilot authorities, Camden, Ealing, Islington, and Croydon. The results suggest that if all 33 Boroughs were to sign up, in the first year of operation, London would save a net £15m (worst case) to £30m (best case) and recover circa. 1,500 council homes that are currently illegally sub-let. The Hub looks for fraud in council tax single person discount, business rates, and housing. This range will expand once the Hub is up and running, and will be subject to additional costs.

To make the arrangement commercially viable, 26 of the 33 local authorities in London need to join. It is anticipated that the hub will expand over time to include authorities bordering London, housing associations, and other public sector bodies.

The London Counter Fraud Hub will provide greater opportunities for Havering Council to identify fraudulent activity. The ability to match data with other London Boroughs will give the Council a greater opportunity to identify those individuals committing fraud in multiple Boroughs. It will also ensure the Borough is getting ahead and will be reviewed annually.

There is a slight concern that Essex Districts may not become involved but it is hoped they will be as that will increase the potential even further. Following discussion,

**Cabinet:**

1. **Approved in principle** Havering Council joining the London Counter Fraud Hub.
2. **Delegated** authority to the Council's Chief Financial Officer (s151) to enter into the contract following consultation with the Director of Law and Governance

52     **EXCLUSION OF THE PRESS AND PUBLIC**

The press and public were asked to leave for the consideration of the next matter which was held in closed session.

53     **HAINAULT GOLF COURSE- LEASE SURRENDER AND RENEWAL**

The report was presented to Cabinet seeking authority to accept the surrender of the existing lease and simultaneous grant of a new lease on mutually agreeable terms.

The freehold of the course is jointly owned by the London Borough of Redbridge (LBR), London Borough of Havering (LBH) and Essex County Council (ECC). The London Borough of Redbridge is the majority landowner and is responsible for managing the relationship with the tenant.

On the strength of the valuation advice and the real risk of the tenant defaulting, LBR have renegotiated the surrender and renewal of the lease on more sustainable terms to secure the income stream and future investment in the golf course facilities. The primary changes sought are a reduction in the headline rent, an extension of the term, the provision of greater security of tenure, and the dropping of the requirement for a personal guarantee from the owner of Hainault Golf Club Ltd.

The new lease terms will result in a secure long term income stream for the Council, unlock investment in the golf course, increase accessibility and secure the long term viability of Hainault Golf Club Limited. Following discussion,

**Cabinet:**



- (a) **Agreed in principle, subject to (c) below**, to accept the surrender of the existing lease of Hainault Golf Course, Romford Road, Hainault, in consideration of a payment by the lessee of a surrender premium together with the payment of any rent arrears outstanding at the date of surrender.
- (b) **Agreed in principle**, to grant a new lease of Hainault Golf Course for a term of 25 years to Hainault Golf Club Limited, as outlined in the main Heads of Terms attached to and forming part of Exempt Appendix 1 to this report subject to (c) below.
- (c) **Authorised**, for the purposes of (a), and (b) above and in accordance with section 122(2A) Local Government Act 1972, that notices are placed in a local newspaper circulating in the area for two consecutive weeks expressing an intention to dispose of the land and following the completion of the process, **Authorised** the Director of Asset Management following consultation with the Cabinet Member for Finance and Property to consider any objections before the disposal is made.
- (d) **Authorised** the Director of Asset Management in consultation with the Director of Legal & Governance, to take all necessary action to complete a surrender and re-grant of a new lease substantially on the terms set out in the main Heads of Terms attached to and forming part of Exempt Appendix 1 to the Report subject to (a), (b) and (c) above.

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**Chairman**

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## CABINET

### Subject Heading:

**Proposal for the new special free school on St Edward's Church of England Academy site.**

### Cabinet Member:

**Councillor Robert Benham**, Cabinet Member for Children & Learning.

### SLT Lead:

**Tim Aldridge**, Director Children's Services.

### Report Author and contact details:

Trevor Cook, Assistant Director for Education Services

trevor.cook@havering.gov.uk

Tel. 01708 431250

### Policy context:

The Children and Families Act 2014 gives local authorities a number of statutory responsibilities relating to special educational needs (SEN), which are set out in the SEND Code of Practice and which include a role in securing suitable educational provision for children and young people with SEN who live in their area

### Financial summary:

Requirement of £400k from the Special (SEN) provision fund capital allocation, and £400k from Capital Contingency Budget.

### Is this a Key Decision?

Expenditure of £500,000 or more.

### When should this matter be reviewed?

April 2020.

### Reviewing OSC:

Children and Learning.

## The subject matter of this report deals with the following Council Objectives

Communities making Havering  
Places making Havering  
Opportunities making Havering  
Connections making Havering

[X]  
[]  
[]  
[]

*Place an X in the [] as appropriate*

<b>SUMMARY</b>
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On 29<sup>th</sup> March 2018, the DfE announced that Unity Schools Partnership Trust (previously known as Samuel Ward Academy Trust) were successful in the competition process to become the successful proposer to establish a special free school in Havering.

As part of the bid, the Local Authority (LA) had to identify a site to open the special free school, and The Albert Road site was proposed for the new school. The pre-requisite of approval of this special free school was that the LA were required to provide a suitable site on a 125 year peppercorn lease. The ESFA will fund the construction of the new special free school only, estimated at £8.5m.

However, during a meeting with the ESFA on 20<sup>th</sup> December 2017, it was established that the Albert Road site was too small to deliver the new special free school proposed in view of potential planning and transport considerations. This meant that in order to deliver the new special free school, an alternative site had to be identified as soon as possible. This means that the Albert Road site is not required for the special free school, and the future of this site will be the subject of future Cabinet reports.

A briefing paper was presented to members on possible options for alternative sites, and a decision was taken by the Leader of the Council and the Cabinet Member for Children and Learning to put forward the Gaynes secondary school site as an option for the new special free school.

A request was sent to the ESFA to conduct a feasibility study on the Gaynes secondary school site on 5<sup>th</sup> February 2018. This feasibility study identified a preferred option that would enable the new special free school to be built, however the remedial cost associated with this option was £2.1m and which did not represent value for money to the Council.

Therefore, in February 2019 it was decided that there was a need to identify a further alternative option that could provide the site needed to facilitate the building of the new special free school in Havering.

On 1<sup>st</sup> April 2018, St Edward's Church of England Academy joined the Unity Schools Partnership Trust (known at that time as Samuel Ward Academy Trust). Therefore, once the Gaynes secondary school site option had been discounted, it was decided that an appropriate further alternative option to investigate would be the siting of the new special free school on the St Edward's Church of England Academy site, as both share the same Academy Trust.

The St Edward's Church of England Academy site was not previously considered as a potential site for the new special free school. When the Albert Road site was discounted in December 2017, this was prior to Unity Schools Partnership Trust being announced as the successful sponsor of the new special free school and the Trust taking on St Edward's Church of England Academy. At that time, the sequential test identified the Gaynes secondary school site as an alternative

option. This was because the majority of secondary schools in Havering are Academies, and the land under their control is leased from the DfE on a long term lease, therefore the reallocation of a part of a site which is occupied by an Academy for development by another educational institution would require renegotiation of the lease, the consent of the existing Academy, and possibly compensation. On this basis, existing Academy sites were discounted (including St Edward's Church of England Academy).

However, the Gaynes secondary school site option has been deemed not to deliver good value for money. Unity Schools Partnership Trust sponsors St Edward's Church of England Academy and will be the sponsor of the new special free school, which presents the St Edward's Church of England Academy site as an appropriate alternative option to investigate to enable the establishment of the new special free school.

## **RECOMMENDATIONS**

1. To approve the new special free school to be sited on St Edward's Church of England Academy site, London Road, Romford RM7 9NX
2. To approve additional funding to Unity Schools Partnership Trust for remedial works needed at St Edward's Church of England Academy as a result of using part of the School building for the purpose of a new free school:
  - Re-provision of the music block - £800,000

## **REPORT DETAIL**

### **1. Background**

- 1.1 An executive decision was taken in November 2016 to give approval for the Local Authority to submit an expression of interest (EOI) for a new special free school in Havering. This EOI form was for local authorities that could show demand for a new special school. If the EOI was successful, the opportunity would be advertised nationally, and if a strong proposal came forward that both the local authority and the Secretary of State wished to take forward, the DfE would provide capital and start-up grant funding, subject to value for money assessments covering both the affordability of the site solution and the limitations on overall capital availability.

- 1.2 This opportunity is intended to identify and meet untapped demand for special free schools as a supplement to LA's existing resources.
- 1.3 On the 12 April 2017, the DfE notified Havering LA that the Secretary of State for Education had decided that its expression of interest to establish a special free school should proceed to the next stage of the process - invitation of proposals. The Local Authority published the specification template on its website so that proposers could respond. Four proposers submitted applications for the free school and two were selected and interviewed.
- 1.4 On 29 March 2018 the DfE announced that Samuel Ward Academy Trust now known as Unity Schools Partnership Trust had been successful in the competition process, and would be the successful proposer to establish a special free school in Havering.

## **2. Need for SEND places**

- 2.1 London Borough of Havering has seen a considerable increase in its population over the past ten years, particularly, the population of young people, and an increasing proportion of whom have special educational needs and disabilities. Havering is aspirational for all of its children and young people with SEND, which is set out in its pre- and post-16 SEND Strategies. The vision for all children and young people is that they will successfully transition into adulthood, having maximised their potential through having clear outcomes defined in their education, and a plan including work, training and realistic achievable aspirations for their futures.
- 2.2 From 2014 to 2018, the number of Havering children and young people recorded on the DfE SEN2 Census return with a statement/education health care (EHC) plan increased by over 50%. In the Commissioning Plan for Education Provision 2019-2023, the SEND projections published projected the total number of Havering children and young people to have a statement/EHC plan in 2018/19 to be 1406.
- 2.3 However by November 2018, the current caseload of Havering children and young people with a statement/EHC plan was 1489. This shows that even when trying to project what future SEND demand might be, the growth in SEND numbers is increasing at faster rate than forecasted, further underpinning the continuing and sustained increase in growth of Havering children and young people with a statement/EHC plan, for whom additional specialist provision is required.
- 2.4 As at April 2017, 125 of Havering's children aged 5-16 with a statement or EHC plan were placed out of borough (44 of these are high cost placements). Of these, most pupils have Autistic Spectrum Disorder (ASD) and Social, Emotional, and Mental Health (SEMH) needs.

- 2.5 46% of pupils placed out borough have Communication and Interaction Needs (which includes ASD); while 30% of pupils placed out borough have SEMH needs.
- 2.6 There is a strong case for increasing local school capacity in order to deal with the growth in the number of children and young people with SEND and complex needs, particularly the disproportionate growth in the number of pupils identified with Autism Spectrum Disorder (ASD) and challenging behaviours.
- 2.7 This increasing demand is compounded by the absence of any specialist provision for its children and young people with SEMH needs. There are currently no Additionally Resourced Provision (ARPs) established in Havering to address the needs of children with SEMH. Historically, this has been dealt with by using out-borough placements, however, the current and predicted rates of permanent exclusions from schools suggest that additional places for this group of children and young people in both the primary and secondary sector, is a matter of priority, requiring urgent action.
- 2.8 The LA is continuing to develop Additionally Resourced Provisions in mainstream schools, but there is a risk that this will not meet current demand. Our three existing special schools are at capacity and are already coping with increasingly complex levels need in their intakes, particularly in lower age groups (3 years +). Currently, many of these children and young people end up being educated out of borough at expensive independent and non-maintained provision. This is adding additional pressure on an already overstretched SEND High Needs budget. At present, Havering is sending over 60 pupils with EHCP with ASD and SEMH need to out-borough provision, at a cost of over £1.5m to meet the needs for those children.
- 2.9 Numerous consultations with parents, and children and young people, have shown that families would rather that there is local provision available as part of Havering's Local Offer. This echoes Havering's vision that children can grow up in, and remain, part of their local community. For this reason, the LA has commissioned a new post-16 provision which meets a gap in current local delivery for those with moderate to severe learning difficulties and disabilities. In addition, by creating local provision the LA would also maintain the link to local health services, often when a young person is placed out of borough the access to health support can vary, and can often be expensive further compounding the pressures on already stretched budgets.
- 2.10 A special school focussed on the needs of children and young people aged 3-16 years, would enable the LA to meet the needs of young people with a range of challenging behaviours in a safe and aspirational environment, where they can grow and develop into contributing members of their community. The new specialist school could also help mainstream schools with ARPs to develop their practice and upskill their staff in order to meet the needs of this growing population. It is the LA's view that having local

provision will avoid children having to leave the borough in the future, and will reduce our spend on both our social care and transport budgets.

**3. Site for the new special free school**

- 3.1 As part of the bid, the LA had to identify a site to open the free special school and The Albert Road site was proposed for the new school.
- 3.2 However, during a meeting with the ESFA on 20 December 2017, it was established that the Albert Road site was too small to deliver the new special free school proposed in view of potential planning and transport considerations. This meant that in order to deliver the new special free school, an alternative site needed to be identified as soon as possible. This means that the Albert Road site is not required for the special free school, and the future of this site will be the subject of future Cabinet reports.
- 3.3 A briefing paper was presented to members on possible options for alternative sites and a decision was taken by the Leader of the Council and the Cabinet Member for Children and Learning to put forward the Gaynes secondary school site as an option for the new special free school.
- 3.4 A request was sent to the ESFA to conduct a feasibility study on the Gaynes secondary school site on 5 February 2018. This feasibility study identified a preferred option that would enable the new special free school to be built on the Gaynes site. However the remedial costs associated with this option were £2.1m, which did not represent good value for money to the Council.
- 3.5 On 1 April 2018, St Edward's Church of England Academy joined the Unity Schools Partnership Trust (known at that time as Samuel Ward Academy Trust). Therefore, once the Gaynes secondary school site option had been discounted, it was decided in February 2019 that an appropriate further alternative option would be investigated, siting the new special free school on the St Edward's Church of England Academy site, as both share the same Academy Trust.
- 3.6 St Edward's Church of England Academy was not previously considered as a potential site for the new special free school as when the Albert Road site was discounted in December 2017, this was prior to Unity Schools Partnership Trust being announced as the successful sponsor of the new special free school and the Trust taking on St Edward's Church of England Academy.
- 3.7 At that time, the sequential test identified the Gaynes secondary school site as an alternative option as the majority of secondary schools in Havering are Academies and the land under their control is leased from the DfE on a long term lease. Therefore, the reallocation of a part of a site which is occupied by an Academy for development by another educational institution would require renegotiation of the lease, the consent of the existing



Academy and possibly compensation. On this basis, existing Academy sites were discounted (including St Edward's Church of England Academy).

- 3.8 However, now that the Gaynes secondary school site option has been deemed not to be good value for money, and Unity Schools Partnership Trust sponsors St Edward's Church of England Academy and will be the sponsor to establish the new special free school, this presents the St Edward's Church of England Academy site as an appropriate alternative option to investigate to enable the establishment of the new special free school. As the Unity Schools Partnership Trust already has a lease of the relevant land there will be no need for any additional lease negotiations.
- 3.9 An initial feasibility report has identified that it would be possible to accommodate the new special free school on the St Edward's Church of England Academy site by demolishing block B the music block at the front of the site and re-providing the music block, either via a new build block or re-providing the music block within existing accommodation – Appendix 1. The Council has to compensate the Academy for the loss of the music block. This has been estimated at £800k.
- 3.10 This option would release the site area required to enable the new special free school to be built on the St Edward's Church of England Academy site in an area separate from the main Academy building, whilst resulting in no loss of provision for the Academy, through the re-provision of the music facilities.

## **REASONS AND OPTIONS**

### **Reasons for the decision:**

Currently, 1006 pupils (2.6% of the overall school population) have been assessed by Havering as having more complex SEN, requiring statutory statements of SEN or Education, Health and Care (EHC) plans (October 2018 School Census), and are being educated in mainstream or special schools. Havering must make and fund provision to meet the special educational needs set out in statements and EHC plans, funded using its High Needs budget. Although there is a general presumption in law that pupils will be educated in mainstream schools, special educational needs may be met in a wide range of settings, including early years settings; mainstream schools and Academies; resourced provision and special units attached to mainstream schools; special schools and Academies; independent and non-maintained special schools; FE colleges; and specialist post-16 institutions.

The Local Authority is projecting a continuing increase in the number of pupils being assessed by Havering as having more complex SEND, however as

previously noted the growth in SEND numbers is increasing at a faster rate than currently forecast. As such it is not possible to accommodate this increase at existing facilities so a new site and building are required.

There is a need to ensure that there are sufficient ASD and SEMH places in borough so that reliance on high cost specialist provision out of borough is reduced. The new school will create provision for the increase in need for SEN places and for some of those pupils in out-borough provision to return to Havering.

Although the Council has already earmarked some funds within the phase 3 and 4 expansion programme to provide some SEN places, there is insufficient funding to provide for a new special school. The estimated cost for the new special free school is £8.5m.

There are several alternative options and the Council will need to balance cost against the other relevant factors including planning and highways and the potential impact on the existing school premises.

**Other options considered:**

Do nothing – This risks the Authority not being able to fulfil its statutory duty to provide suitable, sufficient education for the children it is responsible for. Without this significant capital investment from the ESFA, the Council does not have the financial resource available to be able to fund a new special school to meet the needs of these children. The Average annual cost (excluding Level 1/2 funding where appropriate) for pupils with ASD/SEMH in out of borough provision is £33,132. As the number of children with SEMH/ASD is set to increase, the cost of sending SEMH/ASD children to out borough provision will only increase further. There are currently no ARPs established in Havering to meet the needs of children with SEMH.

<b>IMPLICATIONS AND RISKS</b>
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**Financial implications and risks:**

As outlined in the report, the ESFA have agreed to fund the building of a Special school on a site provided by the LA, as a contribution to the scheme. However, in identifying the St Edward's site as the preferred and viable option, other contributory factors have resulted in the LA being requested to make additional £0.800m contribution to enable the successful delivery of the Special school.

Details	ESFA £m	LB Havering			Total Disburse- ments £m
		SEND Capital Grant £m	Capital Contingency £m	Total Contribution £m	
Construction Costs	8.500				8.500
Remedial Costs		0.400	0.400	0.800	0.800
	<b>8.500</b>	<b>0.400</b>	<b>0.400</b>	<b>0.800</b>	<b>9.300</b>

The estimated cost of building a new special school on St Edward's Church of England Academy site is estimated at £8.5m, being fully funded by the ESFA.

There are several practical options to consider in identifying how to fund the project, should it get the approval to proceed.

- **Basic Needs Funding** – however, the works on St Edward's Church of England Academy are refurbishment in nature and do not create additional school places, a likely breach of the funding conditions.
- **Special (SEN) provision fund capital allocations:** - Havering has been allocated £4,366,687 from 2018 to 2021 to use towards creating places for pupils with special educational needs and disabilities (SEND), and to improve facilities for them in mainstream and special schools, nurseries, colleges and other education providers. It is proposed that £0.400m of the grant should be used towards the remedial works.
- **Capital Contingency Budget** – £0.400m can be funded from the current contingency budget.

Should the decision be against progressing with the arrangement, the authority runs the risk of having to incur additional expense to identify and develop an alternative site using its own resources and also losing the funding which the ESFA has earmarked for a new special school in Havering.

The associated ongoing costs will be from the Dedicated Schools Grant (DSG). Special schools are funded at £10,000 per place plus top up funding that is paid to the schools by the commissioning local authority. For special free schools the £10,000 place funding has previously been paid to the schools directly from the ESFA (Education Skills and Funding Agency) but from financial year 2019-20 local authorities with special free schools in their area will have the £10,000 per place included in their allocations of DSG (Dedicated Schools Grant) High Needs funding. From this top level allocation, the £10,000 per place is recouped by the ESFA and allocated to the school. This brings the funding arrangements into line with those for special academies. Once the special free school is open this will be case for Havering and should be a net nil effect.

The top up funding will, however, need to be paid from Havering's High Needs funding. Havering allocates funding based on a matrix of learning need which is

currently under review. Based on current rates of funding and the assumption that all pupils will be at a high level of learning need, the top funding required for 60 places will be in the region of £1.4m. Although this additional cost is unlikely to be contained within Havering's allocation of High Needs funding, the costs of placing these pupils in out of borough provision is likely to be in excess of £1.4m. The cost of transport to a local school will also be less than transport costs to out of borough provision.

This opening of a new special free school therefore supports the LA strategy of increasing local provision to reduce costs both to the DSG High Needs Block and in core transport costs.

**Legal implications and risks:**

Section 6A Education and Inspections Act 2006 requires the Local Authority to seek proposals for the establishment of an Academy where they think a new school needs to be established in their area. There appears to be sufficient basis for the Authority to conclude that a new school should be established.

There do not appear to be any issues in relation to the land being offered up for the use of the free school as this is already in the possession of the Academy.

The payment of compensation for the re-provision of the Music block may need to be the subject of a legal agreement and separate legal advice will be available to finalise this.

**Human Resources implications and risks:**

The Human Resources implications and risks involved in establishing a maintaining a special free school will be managed by the provider.

There will be a need to recruit specialist teaching and support staff to meet the complex needs of children within a very broad age range in full compliance with safer recruitment standards. The provider will also need to ensure that they are sufficient qualified staff should they provide residential care, ensuring that CQC standards are met.

These requirements are within the context of growing difficulties in recruiting to teacher posts within Havering generally and consequently the provider may need to consider that additional resources and a longer recruitment timescale may be required to fill all vacancies.

The Havering Education HR service will provide the necessary support, subject to the purchase of relevant services.

**Equalities implications and risks:**

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

The Equalities Impact Assessment is attached as Appendix 2.

<b>BACKGROUND PAPERS</b>
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Appendix 1 - Feasibility report for the location of a special school on St Edward's Church of England Academy

Appendix 2- SEN strategy - EIA

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**St Edward's Church of England Academy**

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Feasibility Report - DRAFT FINAL ISSUE

15th March 2019

Doc No.	Date	Revision	Amendments	Prepared by	Reviewed by	Approved by
2042_D001	06.02.19	Part 01 Issue		MT	DM	MT
2042_D001	06.02.19	Part 01 REV A	SoA PAN header correction	MT	DM	MT
2042_D001	18.02.19	Part 02		MT	DM	MT
2042_D001	25.02.19	Part 03		MT	DM	MT
2042_D001	25.02.19	Part 03 REV A	Correction to title (PAN range) on pg. 14	MT	DM	MT
2042_D001	15.03.19	Draft Final Issue		MT	DM	MT



1.0	Google Aerial Photography	17.0	PAN 210 Accommodation Analysis_Resource Areas_ Spare Capacity	35.0	St. Edward’s PAN 180 Option D
2.0	Block Plan Analysis			36.0	St. Edward’s PAN 210 Option A
3.0	Flood Risk	18.0	PAN 180 Accommodation Analysis_Hall Areas_ Existing	37.0	Music Suite Schedule of Accommodation
4.0	Flood Map	19.0	PAN 180 Accommodation Analysis_Hall Areas_ Spare Capacity	38.0	St. Edward’s PAN 1210 Option B
5.0	Existing Floor Plans			39.0	Google Aerial Photography - Propopsed SEND School boundary
6.0	Schedule of Accommodation and BB103 comparator	20.0	PAN 210 Accommodation Analysis_Hall Areas_ Existing		
7.0	BB103 Schedule of Accommodation - Mainstream PAN 210 / 300 sixth form	21.0	PAN 210 Accommodation Analysis_Hall Areas_ Spare Capacity	40.0	Site Photography
8.0	BB103 Schedule of Accommodation - Mainstream PAN 180 / 240 sixth form			41.0	Initial Planning Feedback
9.0	BB103 Schedule of Accommodation - Mainstream PAN 210 / 240 sixth form	22.0	SEN School Area Comparator	42.0	Schedule of Accommodation - Havering SEND 60 place ASD/SEMH School
		23.0	Romford Town Football Club Proposals		
10.0	PAN 180 Accommodation Analysis_Teaching Spaces_ Existing			43.0	Havering SEND 60 place ASD/SEMH School - High-Level floor plans - Ground Floor
11.0	PAN 180 Accommodation Analysis_Teaching Spaces_ Spare Capacity	24.0	External Areas Analysis		
		25.0	Schedule of External Site Areas	44.0	Havering SEND 60 place ASD/SEMH School - High-Level floor plans - First Floor
12.0	PAN 210 Accommodation Analysis_Teaching Spaces_ Existing	26.0	SEN School External Area Requirement		
13.0	PAN 210 Accommodation Analysis_Teaching Spaces_ Spare Capacity			45.0	Music Suite - Feasibility Estimate - 388m2 Option
		27.0	New SEN School Option 01 - Demolition		
14.0	PAN 180 Accommodation Analysis_Resource Areas_ Existing	28.0	New SEN School Option 01 - Development	46.0	Music Suite - Feasibility Estimate - 275m2 Option
15.0	PAN 180 Accommodation Analysis_Resource Areas_ Spare Capacity				
		29.0	New SEN School Option 02 / Control Option - Demolition		
16.0	PAN 210 Accommodation Analysis_Resource Areas_ Existing	30.0	New SEN School Option 02 / Control Option - Development		
		31.0	New SEN School Issued Control Option Drawing		
		32.0	St. Edward’s PAN 180 Option A		
		33.0	St. Edward’s PAN 180 Option B		
		34.0	St. Edward’s PAN 180 Option C		

























## Flood map for planning

Your reference  
**St Edwards Ac**

Location (easting/northing)  
**549347/188164**

Created  
**14 Feb 2019 2:21**

**Your selected location is in flood zone 1, an area with a low probability of flooding.**

### This means:

- you don't need to do a flood risk assessment if your development is smaller than 1 hectare and not affected by other sources of flooding
- you may need to do a flood risk assessment if your development is larger than 1 hectare or affected by other sources of flooding or in an area with critical drainage problems

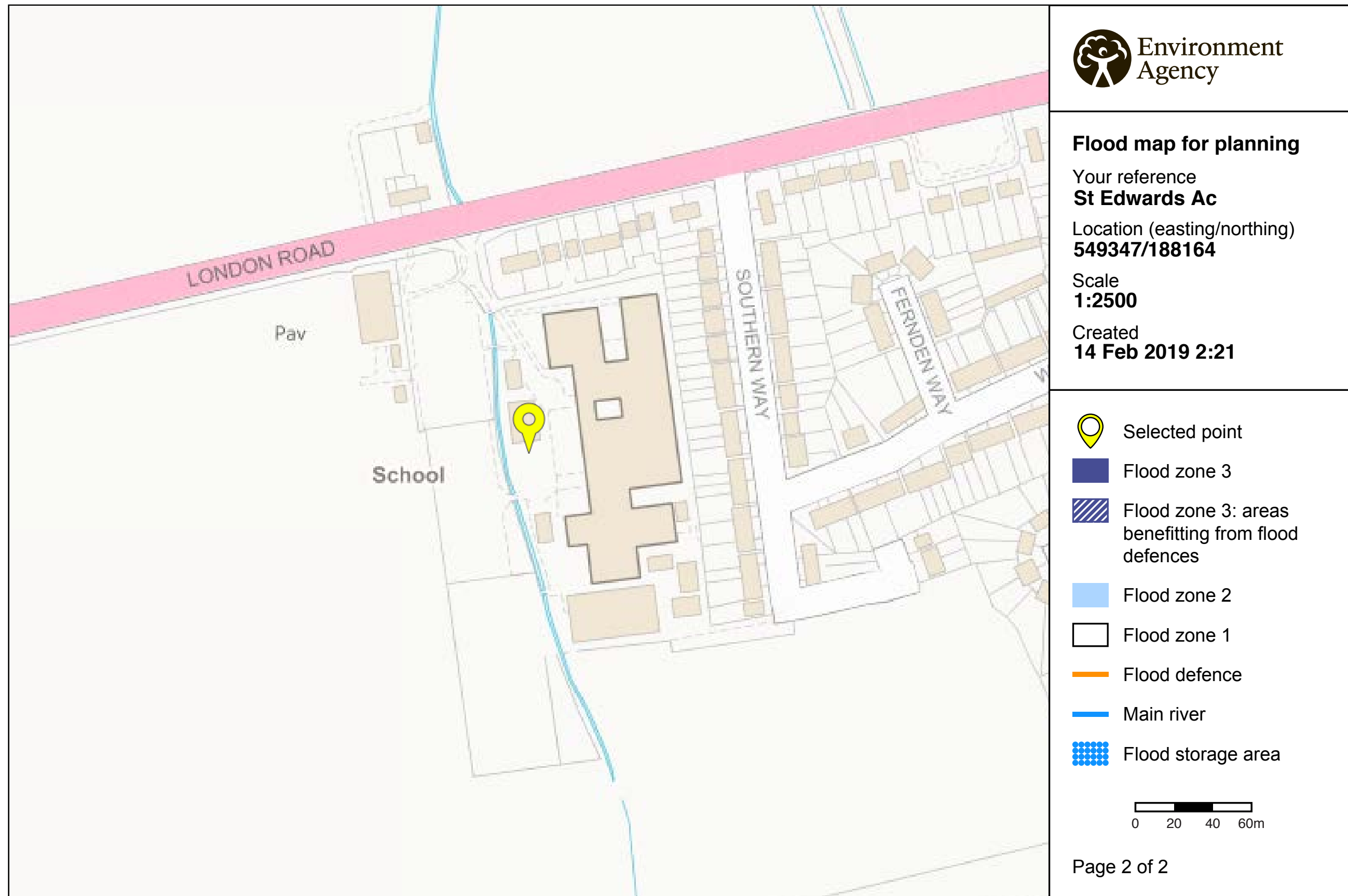
### Notes

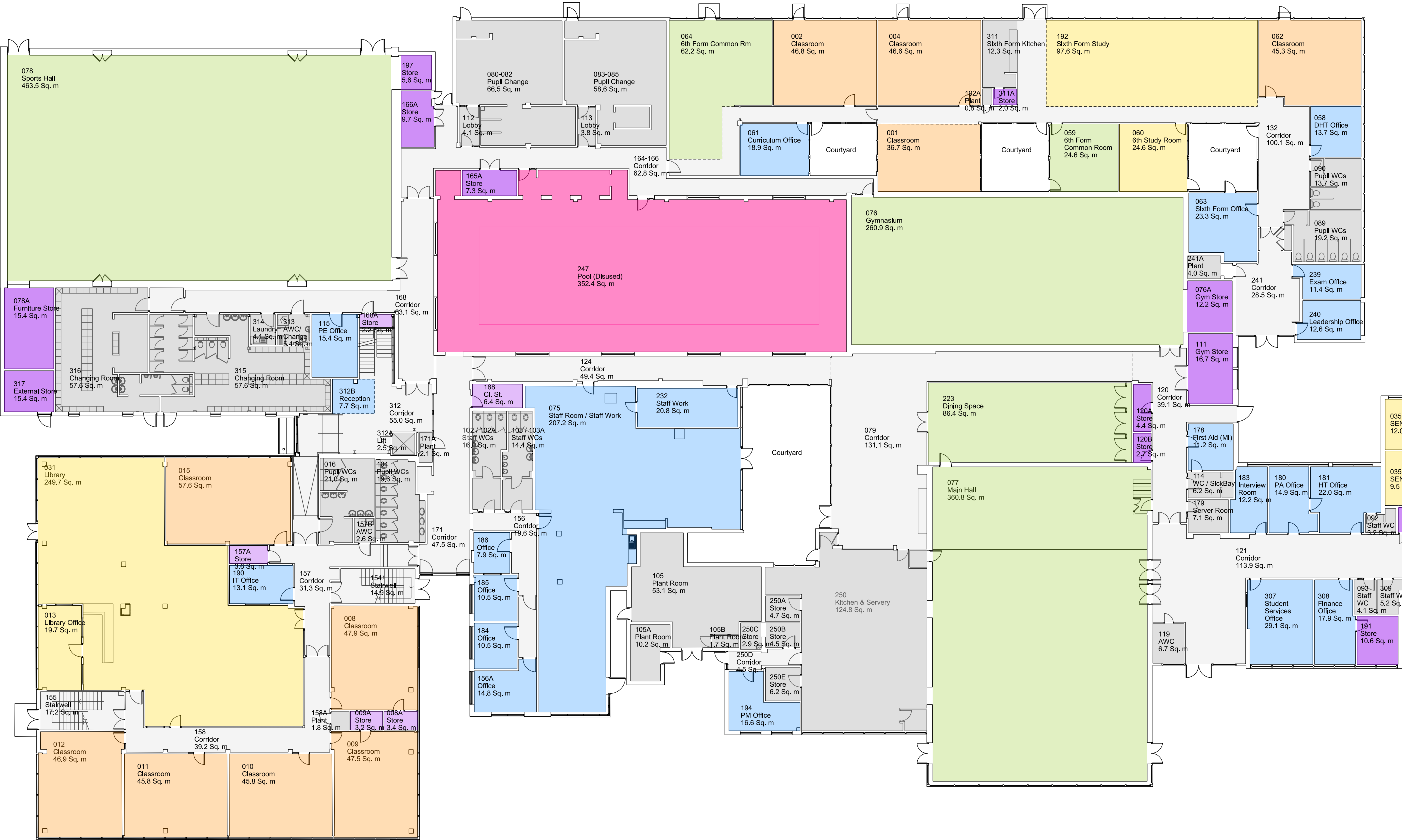
The flood map for planning shows river and sea flooding data only. It doesn't include other sources of flooding. It is for use in development planning and flood risk assessments.

This information relates to the selected location and is not specific to any property within it. The map is updated regularly and is correct at the time of printing.

The Open Government Licence sets out the terms and conditions for using government data.  
<https://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>

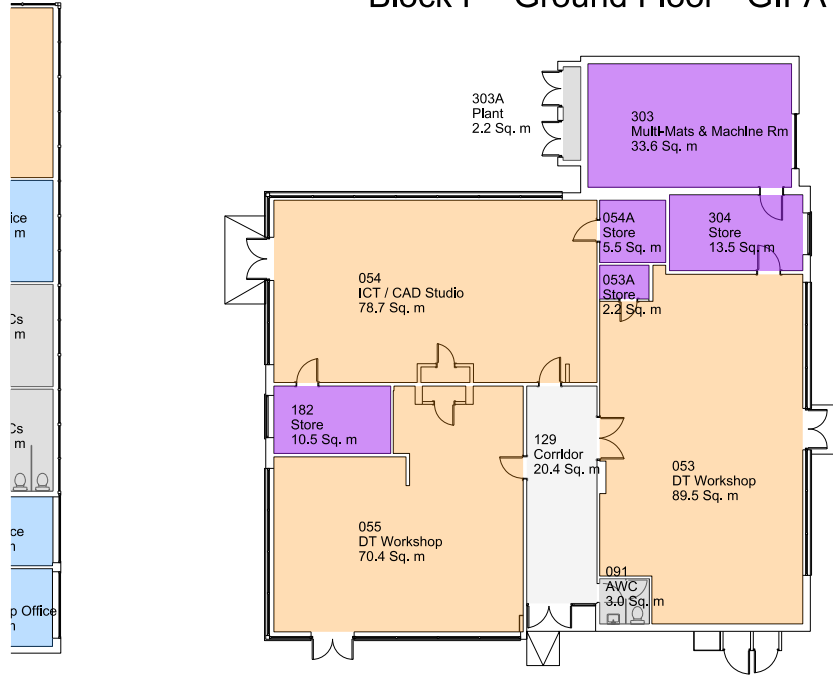




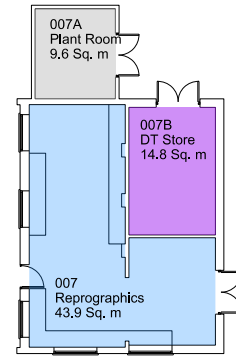


Block A - Ground Floor - GIFA - 5,827 sq.m

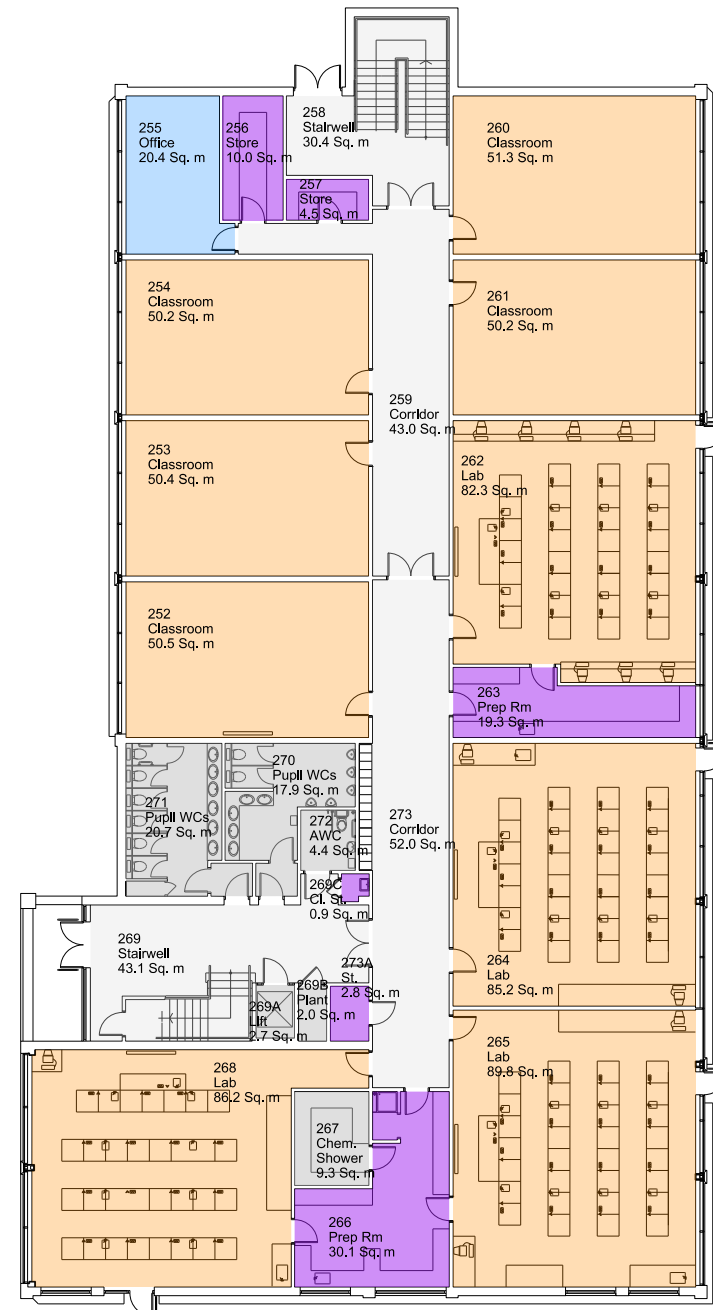
Block F - Ground Floor - GIFA - 340 sq.m



Block E - Ground Floor - GIFA - 70 sq.m



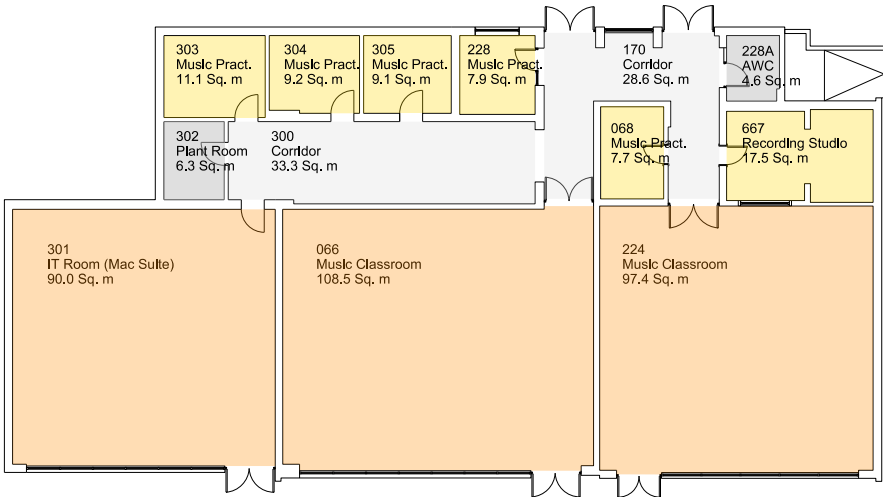
Block L - Ground Floor - GIFA - 954 sq.m



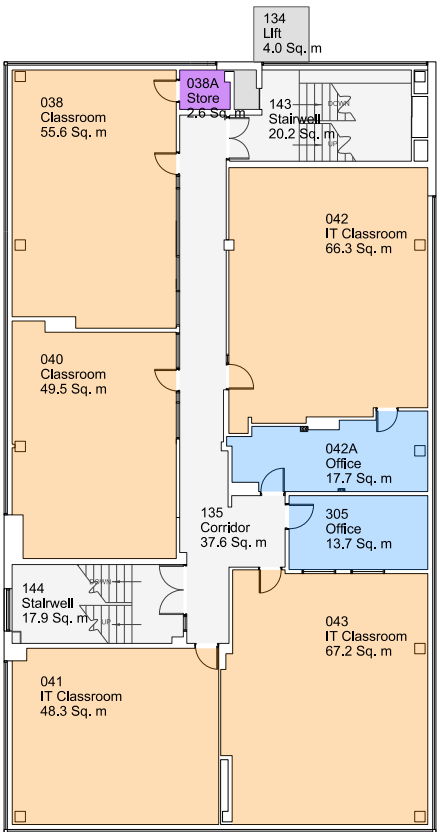
Block A - Languages - First Floor - GIFA - 1014 sq.m



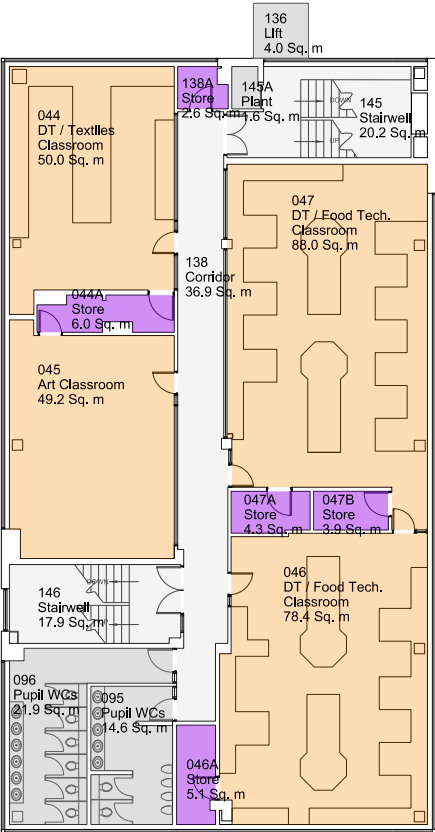
Block B - Ground Floor - GIFA - 453 sq.m



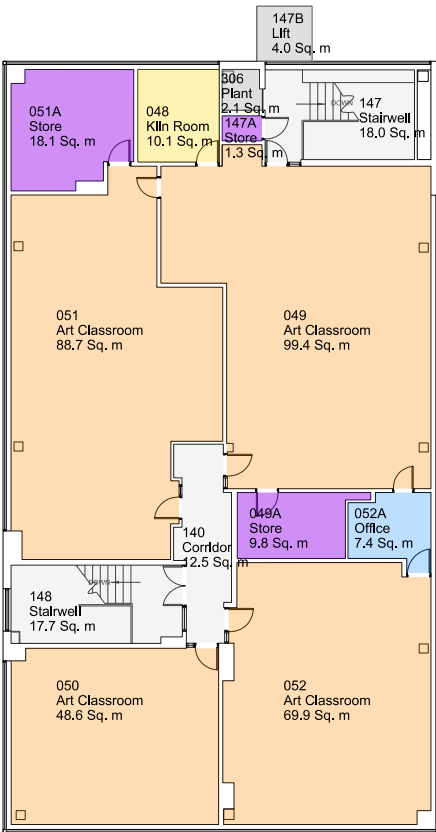
Block A - Tower - First Floor  
GIFA - 428 sq.m



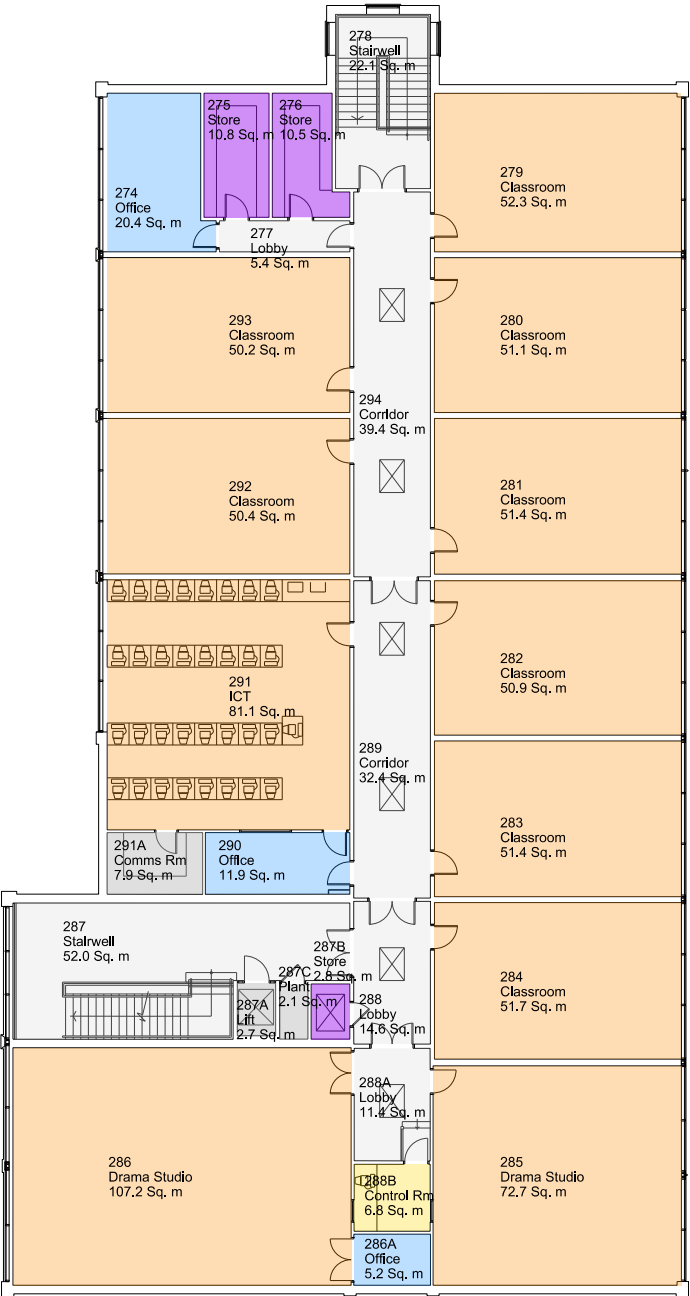
Block A - Tower - Second Floor  
GIFA - 428 sq.m



Block A - Tower - Third Floor  
GIFA - 428 sq.m



Block L - First Floor - GIFA - 974 sq.m



6.0

Schedule of Accommodation and BB103 standard comparator for PAN 210 / 300 6th form, PAN 180 / 240 6th Form

Difference Values in Red indicate areas of the schedule where the Actual Accommodation is Deficient when compared to BB103  
Difference Values in Green indicate areas of the schedule where the Actual Accommodation is in Surlpus when compared to BB103

Room No.		Room Function		Room Area		BB103 Areas									
						PAN 210			PAN180						
						No. of Rooms	Area	Difference	No. of Rooms	Area	Difference				
Basic Teaching															
	319	Seminar Room	21												
	5	Seclusion Classroom	31												
No. of Rooms	2	Sub-total Area (m2)	52	3	123							71	3	123	71
	1	Classroom	37												
	2	Classroom	47												
	4	Classroom	47												
	8	Classroom	48												
	9	Classroom	48												
	10	Classroom	46												
	11	Classroom	46												
	12	Classroom	47												
	15	Classroom	58												
	17	Classroom	57												
	18	Classroom	47												
	19	Classroom	46												
	20	Classroom	46												
	21	Classroom	47												
	24	Classroom	47												
	25	Classroom	48												
	26	Classroom	49												
	38	Classroom	56												
	40	Classroom	50												
	62	Classroom	45												
	252	Classroom	51												
	253	Classroom	50												
	254	Classroom	50												
	260	Classroom	51												
	261	Classroom	50												
	279	Classroom	52												
	280	Classroom	51												
	281	Classroom	51												
	282	Classroom	51												
	283	Classroom	51												
	284	Classroom	52												
	292	Classroom	51												
	293	Classroom	51												
No. of Rooms	33	Sub-total Area (m2)	1,624	22	1210	-414	26	1430	-194						
ICT / Business Studies															
	72	ICT	70												
	54	ICT / DT	79												
	29	ICT / Language Lab	120												
	301	ICT / Mac Suite (Music)	90												
	41	ICT Classroom	48												
	42	ICT Classroom	66												
	43	ICT Classroom	67												
	291	ICT Classroom	81												
No. of Rooms	8	Sub-total Area (m2)	621	5	310	-311	7	434	-187						
Science															
	6	Lab	94												
	32	Lab	69												
	33	Lab	82												
	34	Lab	86												
	73	Lab	81												
	262	Lab	82												
	264	Lab	85												
	265	Lab	90												
	268	Lab	86												
No. of Rooms	9	Sub-total Area (m2)	755	8	678	-77	9	761	6						

Art								
	45 Art Classroom	49						
	49 Art Classroom	99						
	50 Art Classroom	49						
	51 Art Classroom	89						
	52 Art Classroom	70						
No. of Rooms	5 Sub-total Area (m2)	356	2	180	-176	3	263	-93
Music & Drama								
	66 Music Classroom	109						
	224 Music Classroom	97						
	285 Drama Classroom	73						
	286 Drama Studio	107						
No. of Rooms	4 Sub-total Area (m2)	386	2	152	-234	2	152	-234
Design & Technology								
	53 DT	90						
	55 DT	70						
	46 DT Food Tech	78						
	47 DT Food Tech	88						
	44 DT Textiles	50						
No. of Rooms	5 Sub-total Area (m2)	376	4	367	-9	5	464	88
Total no. of Rooms	66 Category Total Area (m2)	4,170	46	3,020	-1150	55	3,627	-543
Large spaces								
	77 Main Hall	361		197			197	
	78 Sports Hall	464		504			594	
	76 Gymnasium	261		120			150	
No. of Rooms	3 Sub-total Area (m2)	1,086		821	-265		941	-145
Dining & Social Areas								
	59 6th Common Room	25						
	64 6th Common Room	62		104			111	
	223 Dining	86		248			248	
No. of Rooms	3 Sub-total Area (m2)	173		352	179		359	186
Total no. of Rooms	6 Category Total Area (m2)	1,259		1,173	-86		1,300	41
Learning Resource Areas								
	31 Library	250						
	13 Library Office	20		143			165	
	60 6th Study	25						
	192 6th Study	98		62			69	
No. of Rooms	4 Sub-total Area (m2)	393		205	-188		234	-159
Creative Art								
	48 Kiln Room	10	1	4		1	4	
	68 Music Practice	8						
	228 Music Practice	8						
	303M Music Practice	11						
	304M Music Practice	9						
	305M Music Practice	9	3	32		3	32	
	288B Control Room	7	1	6		1	6	
	67 Recording Studio	18						
No. of Rooms	8 Sub-total Area (m2)	80	5	42	-38	5	42	-38
SEN								
	035B SEN	12						
	035C SEN	15						
	035D SEN	10						
	035E SEN	13						
No. of Rooms	4 Sub-total Area (m2)	50	6	71	21	7	80	30
Total No. of Rooms	Category Total Area (m2)	523		318	-205		356	-167

Staff & Admin Areas					
	232	Staff Work	21		
	74	Staff Work / Staff Social	67		
	75	Staff Work / Staff Social	207		
	312B	Rception	8		
No. of Rooms	4	Sub-total Area (m2)	303	168	-135
Admin Suite					
	181	HT	22		
	180	PA	15		
	7	Reprographics	44		
	307	Student Services	29		
	183	Interview	12		
	114	Sick Bay / WC	6		
No. of Rooms	6	Sub-total Area (m2)	128	89	-39
Offices					
	63	6th Form	23		
	61	Curriculum Office	19		
	58	DHT	14		
	310	DHT	14		
	239	Exams	11		
	308	Finance	18		
	190	IT Office	13		
	240	Leadership	13		
	178	MI	11		
	115	PE Office	15		
	194	PM	17		
	22		21		
	27		7		
	42A		18		
	52A		7		
	106		8		
	156A		15		
	184		11		
	185		11		
	186		8		
	255		20		
	274		21		
	286A		5		
	290		12		
	305		14		
	321A		6		
No. of Rooms	26	Sub-total Area (m2)	352	125	-227
Total No. of Room:	36	Category Total Area (m2)	783	382	-401

Storage					
	71	Prep Room	28		
	263	Prep Room	19		
	266	Prep Room	30		
	37	Chem. St.	12		
No. of Rooms	4	Sub-total Area (m2)	89	97	8
	303	Materials Prep	34		
	07B	Specialist	15		
	44A	Specialist	6		
	46A	Specialist	5		
	47A	Specialist	4		
	47B	Specialist	4		
	49A	Specialist	10		
	51A	Specialist	18		
	53A	Specialist	2		
	54A	Specialist	6		
	182	Specialist	11		

	304	Specialist	14		
No. of Rooms	12	Sub-total Area (m2)	129	104	-25
	076A	Sports Store	12		
	111	Sports Store	17		
	166A	Sports Store	10		
	197	Sports Store	6		
No. of Rooms	4	Sub-total Area (m2)	45	75	30
Note that teaching & non-teaching storage are combined as not surveyed					
	035A	SEN	6		
	035F	SEN	2		
	120A	Store	4		
	120B	Store	3		
	165A	Store	7		
	168A	Store	2		
	311A	Store	2		
	8A	Store	3		
	9A	Store	3		
	17A	Store	10		
	26A	Store	6		
	29B	Store	6		
	36	Store	9		
	38A	Store	3		
	99	Store	13		
	101	Store	7		
	127A	Store	7		
	138A	Store	3		
	147A	Store	1		
	157A	Store	4		
	163A	Store	4		
	163B	Store	4		
	191	Store	11		
	198	Store	4		
	256	Store	10		
	257	Store	5		
	273A	Store	3		
	275	Store	11		
	276	Store	11		
	287B	Store	3		
	317	General Store	15		
	78A	Furniture Store	15		
	269C	Cl.St.	1		
	188	Cl.St.	6		
No. of Rooms	4	Sub-total Area (m2)	204	172	-32
	Category Total Area (m2)		467	448	-19

Non-net Area							
Kitchens							
	311	6th Kitchen	12				
	250	Kitchen / Servery	125				
	250A	Kitchen Store	5				
	250B	Kitchen Store	5				
	250C	Kitchen Store	3				
	250E	Kitchen Store	6				
	Sub-total Area (m2)		156	106	-50	121	-35
Changing							
	316	Pupil Change	58				
	315	Pupil Change	58				
	80	Pupil Change	67				
	83	Pupil Change	59				

WCs	83	Pupil Change	59			
	Sub-total Area (m2)		242	110	-132	
	16	Pupil WCs	21			
	89	Pupil WCs	19			
	90	Pupil WCs	14			
	95	Pupil WCs	15			
	96	Pupil WCs	22			
	97	Pupil WCs	23			
	98	Pupil WCs	26			
	104	Pupil WCs	20			
	270	Pupil WCs	18			
	271	Pupil WCs	21			
	92	Staff WCs	2			
	93	Staff WCs	4			
	94	Staff WCs	12			
	102	Staff WCs	16			
	103	Staff WCs	14			
Non-net Area	91	AWC	3			
	119	AWC	7			
	157B	AWC	3			
	228A	AWC	5			
	272	AWC	4			
	313	AWC	5			
	Sub-total Area (m2)		274	227	-47	
Other	267	Chem. Sh.	9			
	314	Laundry	4			
	Sub-total Area (m2)		13	0	-13	
Plant	07A	Plant	10			
	105B	Plant	2			
	125B	Plant	2			
	125C	Plant	4			
	143A	Plant	2			
	145A	Plant	2			
	158A	Plant	2			
	171A	Plant	2			
	192A	Plant	1			
	241A	Plant	4			
	269B	Plant	2			
	287C	Plant	2			
	302	Plant	6			
	303A	Plant	2			
	306	Plant	2			
	105	Plant Room	53			
	105A	Plant Room	10			
	Sub-total Area (m2)		108	91	-17	
	Server	291A	Comms Room	8		
		179	Server Room	7		
Sub-total Area (m2)		15	10	-5		
Category Total Area (m2)		700	544	-156		
Circulation	125A	Lift	4			
	134	Lift	4			
	136	Lift	4			
	147B	Lift	4			
	169A	Lift	4			
	269A	Lift	3			

287A	Lift	3		
312A	Lift	3		
35	Corridor	9		
70	Corridor	57		
79	Corridor	131		
112	Corridor	4		
113	Corridor	4		
120	Corridor	39		
121	Corridor	114		
124	Corridor	49		
127	Corridor	27		
129	Corridor	20		
130	Corridor	44		
132	Corridor	100		
135	Corridor	38		
138	Corridor	37		
140	Corridor	13		
156	Corridor	20		
157	Corridor	31		
158	Corridor	39		
163	Corridor	46		
164-166	Corridor	63		
168	Corridor	63		
170	Corridor	29		
171	Corridor	48		
241	Corridor	29		
250D	Corridor	5		
259	Corridor	43		
273	Corridor	52		
277	Corridor	5		
288	Corridor	15		
288A	Corridor	11		
289	Corridor	32		
294	Corridor	39		
300	Corridor	33		
312	Corridor	55		
320	Corridor	29		
321	Corridor	36		
125	Stairwell	19		
128	Stairwell	19		
143	Stairwell	20		
144	Stairwell	18		
145	Stairwell	20		
146	Stairwell	18		
147	Stairwell	18		
148	Stairwell	18		
150	Stairwell	14		
151	Stairwell	20		
154	Stairwell	15		
155	Stairwell	17		
169	Stairwell	31		
258	Stairwell	30		
269	Stairwell	43		
278	Stairwell	22		
287	Stairwell	52		
Category Total Area (m2)			1832	
			1381	-451
			1628	-204



195	Viewing Gallery	86		
247	Pool Area	352		
318	Fitness Studio	107		
318A	Fitness Studio Store	4		
Category Total Area (m2)		549	0-549	0-549
Sub-total Area		10,283	7,266-3017	8,487-1796
Partitions		633	226	263
Float		0	34	0
GIFA		10,916	7,526-3390	8,750-2166

OFF35	staff work room (with sink)	11	26	5	130			26	5
OFF33	staff work room	6	17	2	34			17	2
OFF32	staff room (social)	33	55	1	55		including kitchenette and pigeon holes	55	1
OFF41	conference/ meeting room	11	23	1	23			23	1
ADM21	community entrance/ reception	-	4	1	4		for community use outside core hours	4	1
-	-	-							
-	-	-							
	<b>admin suite</b>						<b>reception desk options</b> office with 2 recep desks		
ADM11	head's office (meeting room)	6	16	1	16			16	1
ADM13	admin office (PA to head)	1	7	1	7			7	1
ADM08	reprographics room	2	20	1	20			20	1
ADM05	general office (2 recep desks)	12	48	1	48			48	1
-	-	-						0	0
ADM01	entrance/ reception	-	10	1	10		net area of this space only	10	1
ADM02	interview room	4	6	1	6		adjacent to entrance/reception	6	1
ADM04	sick room	6	9	1	9		adjacent to entrance/reception	9	1
	<b>offices</b>						(no. of offices 19 )		
OFF00	office (1-person)	1	7	6	42		e.g. assistant head or pastoral head	7	6
OFF10	office/ meeting (1-person)	3	9	8	72			9	8
OFF00	office (2-person)	2	9					9	
OFF10	office/ meeting (2-person)	4	11					11	
OFF20	office (SENco, learning support)	5	12	1	12		e.g. SENco and learning support	12	1
OFF15	office/ workroom (ICT tech)	2	11	1	11			11	1
OFF15	office/ workroom (premises)	2	11	1	11			11	1
	<b>TOTAL AREA</b> min 370 max 658				510		OK: area within recommended range	510	
	<b>Storage: teaching storage</b>								
STT10	general teaching/ IT store (off corridor)		5	7	35		38 m <sup>2</sup> total recom'd	5	7
STT21	science prep room		111	1	111		111 m <sup>2</sup> minimum recom'd	111	1
STT23	chemical store (off prep room)		7	1	7		7 m <sup>2</sup> minimum recom'd	7	1
STT21	science prep room								
STT05	specialist store (off art room)		5	8	40		minimum 2 stores off each art space	5	8
STT32	multi-materials store/ prep room		41	1	41		41 m2 min recom'd for 2+ workshops	41	1
STT34	food store/ prep room		10	1	10		10 m <sup>2</sup> minimum recom'd	10	1
STT05	specialist store (off DT light prac room)		5	8	40		2 stores off each light practical space	5	8
STT05	specialist store (music)		5	2	10		shared stores for music suite	5	2
STT08	drama store (off room)		10	1	10		1 store off any drama space	10	1
STT35	food store (off food room)		5				music instrument store recommended	5	
STT10	general store (off library)		3	1	3			3	1
STT10	general store (off SEN room)		5	1	5			5	1
-	-								
STH00	PE store(s) (sports hall)		60	1	60		60 m <sup>2</sup> minimum recom'd	60	1
STH00	PE store(s) (community)		4	1	4		may be locked cage in main PE store	4	1
STH00	PE store(s) (activity studio)		15	1	15		15 m <sup>2</sup> minimum recom'd	15	1
STH05	external PE store		8	1	8			8	1
	<b>non-teaching storage</b>								
STH10	chair and dining table store(s) (off hall)		23	1	23		23 m2 recom'd for chairs and tables	23	1
STT10	general store (central stock)		7	2	14			7	2
STN21	secure/ exam/ archive store		8	2	16			8	2
(CIR01)	wheelchair/ appliances bay(s)		1.5	6	9.0		as 'bays' off circulation areas	1.5	6
STH20	retractable bleacher seating (hall)		16	1	16			16	1
-	-								
STN02	personal storage (lockers)		12	6	72		94% of pupils can have locker if 4 tiers	12	6
STN02	personal storage (community lockers)		3	1	3		for community use outside core hours	3	1
STN31	cleaners' store(s)		1.5	10	15.0			1.5	10
STT10	general store (maintenance)		8	1	8		1 of 8m2 minimum recommended	8	1
	<b>TOTAL AREA</b> min 503 max 790				575.0		OK: area within recommended range	575	
	<b>Float</b> min 0 max 760						<b>no float available</b>	0	
	<b>Total Net Area</b> min 7225 max 7730				7225		<b>OK</b>	7225	
	<b>Non-net Area</b>								

8.0 BB103 Schedule of Accommodation - Mainstream - PAN180 / 240 sixth form

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SCHEDULE OF ACCOMMODATION FOR ANY MAINSTREAM SECONDARY SCHOOL									
Version 6.2 Feb 2015 BW									
date <input type="text"/> age range <input type="text"/> 11-18 school name <input type="text"/> St Edwards Academy_PAN180 / 240 sixth form as a check:									
11 to 16 places <input type="text"/> 900 5 1140 16 to 19 places <input type="text"/> 240 2 net capacity for SoA below = 1140 within a potential range of: 1062 to 1180 type of school <input type="text"/> academy net capacity for recommended SoA below: 1140 site: area (m²) <input type="text"/> type <input type="text"/> ample site existing buildings: type <input type="text"/> none (all new) 1062 to 1180									
Total Mainstream Places <input type="text"/> 1140 0 m2 float not over gross									
Additionally resourced places for: max. group size (for size of space) average area of space (m²) TOTAL no. of spaces TOTAL AREA (m²) SUPP AREA (m²) curriculum <input type="text"/> C: typical recommended area of space (m²) no. of spaces									
curriculum analysis data <input type="text"/> linked									
Basic Teaching Area									
general teaching spaces									
classrooms <input type="text"/> 0									
classroom options <input type="text"/> all standard except post-16									
CLA02 seminar room 22 41 3 123 41 3									
CLA12 general classroom 30 55 26 1430 55 m2 standard size for 30 pupils 55 26									
CLA13 extensive classroom 30 62 26 1430 62 m2 standard size for 30 pupils									
ICT/ business studies									
ICT-rich classroom <input type="text"/> 0									
ICT/ business studies room 30 62 2 124 62 m2 standard size for 30 pupils 62 2									
practical learning spaces									
science <input type="text"/> 0									
science options <input type="text"/> all standard labs + post-16									
SCI02 science studio 30 69 7 581 83 m2 standard size for 30 KS 3-4 pupils 83 7									
SCI05 general science laboratory 30 83 2 180 90 m2 standard size for 30 pupils 90 2									
SCI11 specialist science laboratory 30 90 2 180 90 m2 standard size for 30 pupils									
art									
general art room <input type="text"/> 0									
DAT02 3D art room 30 83 2 166 83 m2 standard size for 30 pupils 83 2									
DAT03 3D art room (ceramics) 30 97 1 97 97 m2 standard size for 30 pupils 97 1									
music and drama									
music classroom <input type="text"/> 0									
PER01 extensive music classroom 30 62 1 62 62 m2 standard size for 30 pupils 62 1									
PER02 drama studio 30 69 1 90 69 m2 standard size for 30 pupils 69 1									
PER04 music recital/ drama studio 30 83 1 90 83 m2 standard size for 30 pupils 83 1									
design and technology									
RM workshop (1 or 2 of 2) <input type="text"/> 0									
DAT43 food room (single) 24 97 2 194 97 m2 standard for 24 if 2 spaces 97 2									
DAT35 graphic products 25 104 1 104 104 m2 standard for 24 if one space 104 1									
DAT25 constructional textiles 25 83 1 83 83 m2 standard size for 25 pupils 83 1									
PE basic teaching spaces <input type="text"/> 0									
TOTAL AREA min 3378 max 3970 3627 OK: area within recommended range 3627									
Large spaces: halls and indoor PE									
main hall (secondary) assembly 364 197 1 197 298 m² min. recom'd for all pupils dining 197 1									
SPH00 school sports hall (4-court) 186 594 1 594 18% of pupils eating cold food at lunch recommended: school sports hall (4-court) 594 1									
ACT05 activity studio (10 x 15) 30 150 1 150 recommended: activity studio (10 x 15) 150 1									
Dining and Social Areas									
dining area(s) 259 248 1 248 dining options <input type="text"/> 60 mins in dining area and hall 82% of pupils incl 33% eating hot food 248 1									
DIN04 social space (sixth form) 99 111 1 111 recommended: social space (sixth form) 111 1									
TOTAL AREA min 1059 max 1472 1300 OK: area within recommended range 1300									
Total timetabled spaces (58) 1300 58									
Learning Resource Areas									
LIB05 library resource centre 62 165 1 165 146 m² minimum recommended 165 1									
LIB06 sixth form study area(s) 41 69 1 69 68 m2 minimum recommended 69 1									
creative art									
RES21 kiln room 4 4 1 4 4 m² minimum in new build 4 1									
RES12 music practice/ group rooms 3 8 2 16 8 m² standard size 8 2									
RES13 extensive music practice room 7 16 1 16 16 m2 minimum in new build 16 1									
RES14 control room for recording 3 8 1 8 8 m2 minimum in new build 8 1									
RES16 lighting/ audio control room 2 6 1 6 6 m2 minimum in new build 6 1									
SEN and support spaces									
SEN01 SEN resource base 7 16 1 16 (in staff & admin in version 5.2) 16 1									
SEN11 SEN therapy/ MI room 4 12 1 12 FLA etc. 12 1									
RES00 small group room 4 9 4 36 9 4									
RES00 medium group room 6 12 1 16 also usable as multi-agency facility 16 1									
RES00 large group room (SEN etc) 8 16 1 16									
TOTAL AREA min 356 max 545 356 OK: area within recommended range 356									
INTERACTIVE SoA FOR SECONDARY (CONT.)									
St Edwards Academy_PAN180 / 240 sixth form max. group size average area of space (m²) TOTAL no. of spaces TOTAL AREA (m²) SUPP AREA (m2) recommended area of space (m²) no. of spaces									
Staff and Administration Areas									

OFF35	staff work room (with sink)	9	22	5	110			22	5
OFF33	staff work room	5	15	2	30			15	2
OFF32	staff room (social)	29	48	1	48		including kitchenette and pigeon holes	48	1
OFF41	conference/ meeting room	9	19	1	19			19	1
ADM21	community entrance/ reception	-	4	1	4		for community use outside core hours	4	1
-	-	-							
-	-	-							
ADM11	admin suite						reception desk options	office with 2 recep desks	
ADM13	head's office (meeting room)	6	16	1	16			16	1
ADM13	admin office (PA to head)	1	7	1	7			7	1
ADM08	reprographics room	2	20	1	20			20	1
ADM05	general office (2 recep desks)	10	41	1	41			41	1
-	-	-						0	0
ADM01	entrance/ reception	-	9	1	9		net area of this space only	9	1
ADM02	interview room	4	6	1	6		adjacent to entrance/reception	6	1
ADM04	sick room	4	6	1	6		adjacent to entrance/reception	6	1
	offices						(no. of offices 18 )		
OFF00	office (1-person)	1	7	5	35		e.g. assistant head or pastoral head	7	5
OFF10	office/ meeting (1-person)	3	9	8	72			9	8
OFF00	office (2-person)	2	9					9	
OFF10	office/ meeting (2-person)	4	11					11	
OFF20	office (SENco, learning support)	5	12	1	12		e.g. SENco and learning support	12	1
OFF15	office/ workroom (ICT tech)	2	11	1	11			11	1
OFF15	office/ workroom (premises)	2	11	1	11			11	1
TOTAL AREA		min	328	max	587		OK: area within recommended range	457	
STT10	Storage: teaching storage								
STT10	general teaching/ IT store (off corridor)		5	6	30		33 m <sup>2</sup> total recom'd	5	6
STT21	science prep room		104	1	104		104 m <sup>2</sup> minimum recom'd	104	1
STT23	chemical store (off prep room)		7	1	7		7 m <sup>2</sup> minimum recom'd	7	1
STT21	science prep room								
STT05	specialist store (off art room)		5	6	30		minimum 2 stores off each art space	5	6
STT32	multi-materials store/ prep room		41	1	41		41 m2 min recom'd for 2+ workshops	41	1
STT34	food store/ prep room		10	1	10		10 m <sup>2</sup> minimum recom'd	10	1
STT05	specialist store (off DT light prac room)		5	4	20		2 stores off each light practical space	5	4
STT05	specialist store (music)		5	2	10		shared stores for music suite	5	2
STT08	drama store (off room)		10	1	10		1 store off any drama space	10	1
STT35	food store (off food room)		5				music instrument store recommended	5	
STT10	general store (off library)		3	1	3			3	1
STT10	general store (off SEN room)		5	1	5			5	1
-	-								
STH00	PE store(s) (sports hall)		60	1	60		60 m <sup>2</sup> minimum recom'd	60	1
STH00	PE store(s) (community)		4	1	4		may be locked cage in main PE store	4	1
STH00	PE store(s) (activity studio)		15	1	15		15 m <sup>2</sup> minimum recom'd	15	1
STH05	external PE store		8	1	8			8	1
STH10	non-teaching storage								
STH10	chair and dining table store(s) (off hall)		20	1	20		20 m2 recom'd for chairs and tables	20	1
STT10	general store (central stock)		6	2	12			6	2
STN21	secure/ exam/ archive store		8	2	16			8	2
(CIR01)	wheelchair/ appliances bay(s)		1.5	4	6.0		as 'bays' off circulation areas	1.5	4
STH20	retractable bleacher seating (hall)		16	1	16			16	1
-	-								
STN02	personal storage (lockers)		10	6	60		92% of pupils can have locker if 4 tiers	10	6
STN02	personal storage (community lockers)		3	1	3		for community use outside core hours	3	1
STN31	cleaners' store(s)		1.5	8	12.0			1.5	8
STT10	general store (maintenance)		8	1	8		1 of 8m2 minimum recommended	8	1
TOTAL AREA		min	447	max	706		OK: area within recommended range	510	
Float		min	0	max	682		no float available	0	
Total Net Area		min	6250	max	6701		OK	6250	
KIT00-09	Non-net Area								
KIT00-09	school kitchen prep & servery		121	1	121		121 m <sup>2</sup> min recom'd for full service	121	1
TOC01	toilets (and personal care)						(pupil toilets: 57 recom'd 57 provided)		
TOC01	pupil changing and showers	57	65	2	130		129 m <sup>2</sup> for 114 incl shower cubicles	65	2
TOC02	accessible/ staff changing	1	6	2	12		6 m <sup>2</sup> minimum including shower	6	2
-	-								
TOC04	hygiene room (shower & wc)	1	12	1	12		12 m <sup>2</sup> minimum including hoist	12	1
TOC13	pupil toilet suite(s)	8	26	6	156			26	6
TOC21	accessible/ staff toilet		3.5	6	21		also for visitors and staff	3.5	6
TOC13	other pupil toilet suite(s)	2	6.5	4	26		2 in PE changing area	6.5	4
TOC15	individual toilet (pupil)	1	3	1	3		in admin suite for sick room	3	1
TOC22	staff toilet suite(s)	2	6.5	2	13		near staff room	6.5	2
PLA01	plant		1.7%		104			104	1.7%
PLA02	server room		11	1	11		25.0% of net minimum circulation recom'd	11	1
CIR01-02	circulation		26.0%		1628			1628	26.0%
	partitions		4.2%		263			263	4.2%
TOTAL AREA		min	2500	max	2813		OK: area within recommended range	2500	
Total Gross Area		min	8750	max	10014		OK	8750	
Total Gross Area (including supplementary area)					8750	gross area to be built 8750 m2			
Gross area as proportion of net					140%				

9.0

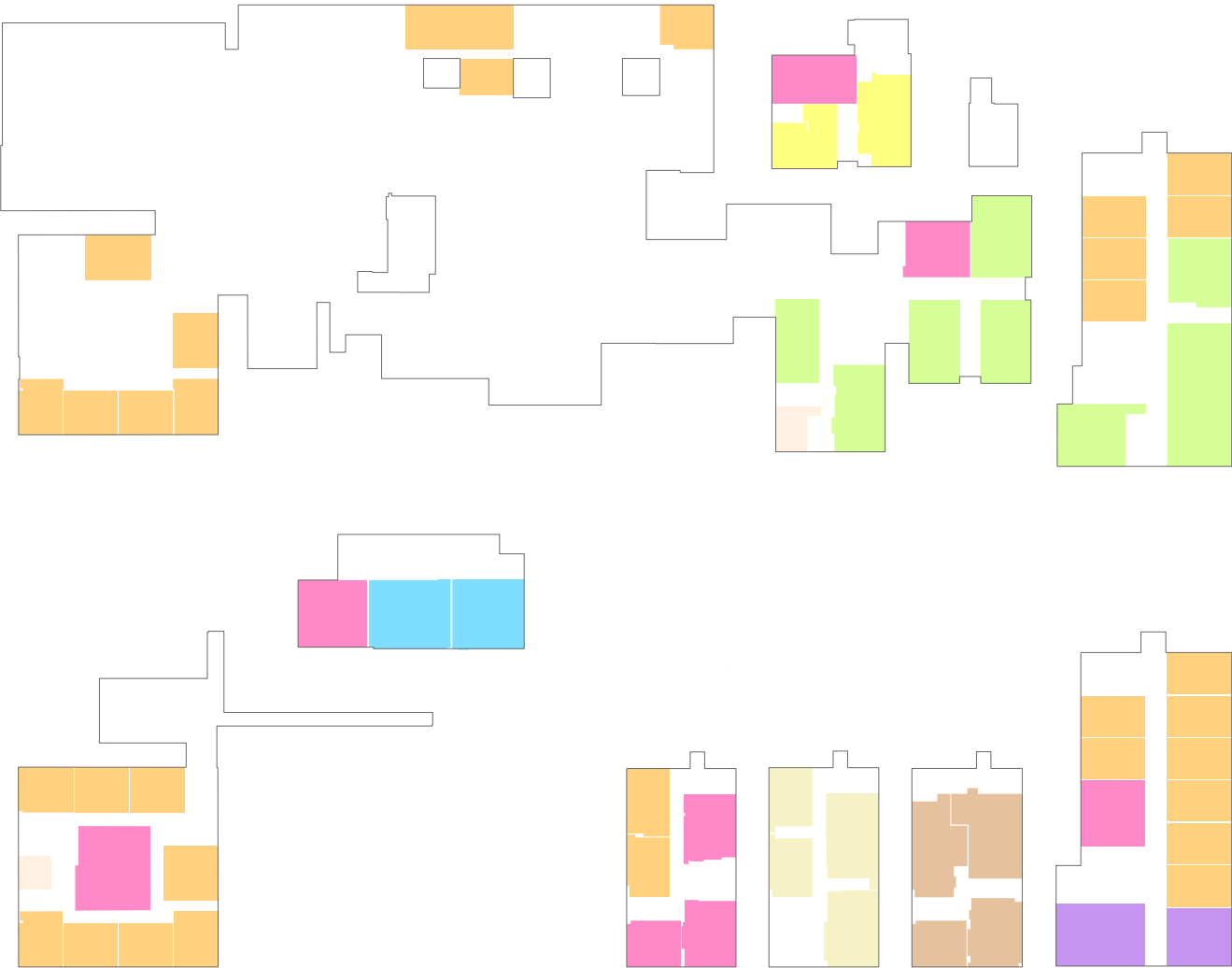
BB103 Schedule of Accommodation - Mainstream - PAN 210 / 240 sixth form

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SCHEDULE OF ACCOMMODATION FOR ANY MAINSTREAM SECONDARY SCHOOL											Version 6.2 Feb 2015 BW		
date		age range		11-18		school name		St Edwards Academy_PAN210 / 240 sixth form				as a check:	
11 to 16 places		1050		5		net capacity		type of school		academy		net capacity	
16 to 19 places		240		2		for SoA below = 1290		site: area (m²)		type		ample site	
Total Mainstream Places		1290				within a potential range of:		existing buildings: type		none (all new)		SoA below: 1290	
						1189 to 1322		21 m2 float		not over gross		1189 to 1322	
Additionally resourced places for:		- SEN		max. group size		average area of space (m²)		TOTAL no. of spaces		TOTAL AREA (m²)		SUPP AREA (m²)	
curriculum analysis data		linked		(for size of space)								curriculum	
												C: typical	
												area of space (m²)	
												no. of spaces	
Basic Teaching Area													
general teaching spaces													
classrooms													
0													
classroom options													
all standard except post-16													
classroom options													
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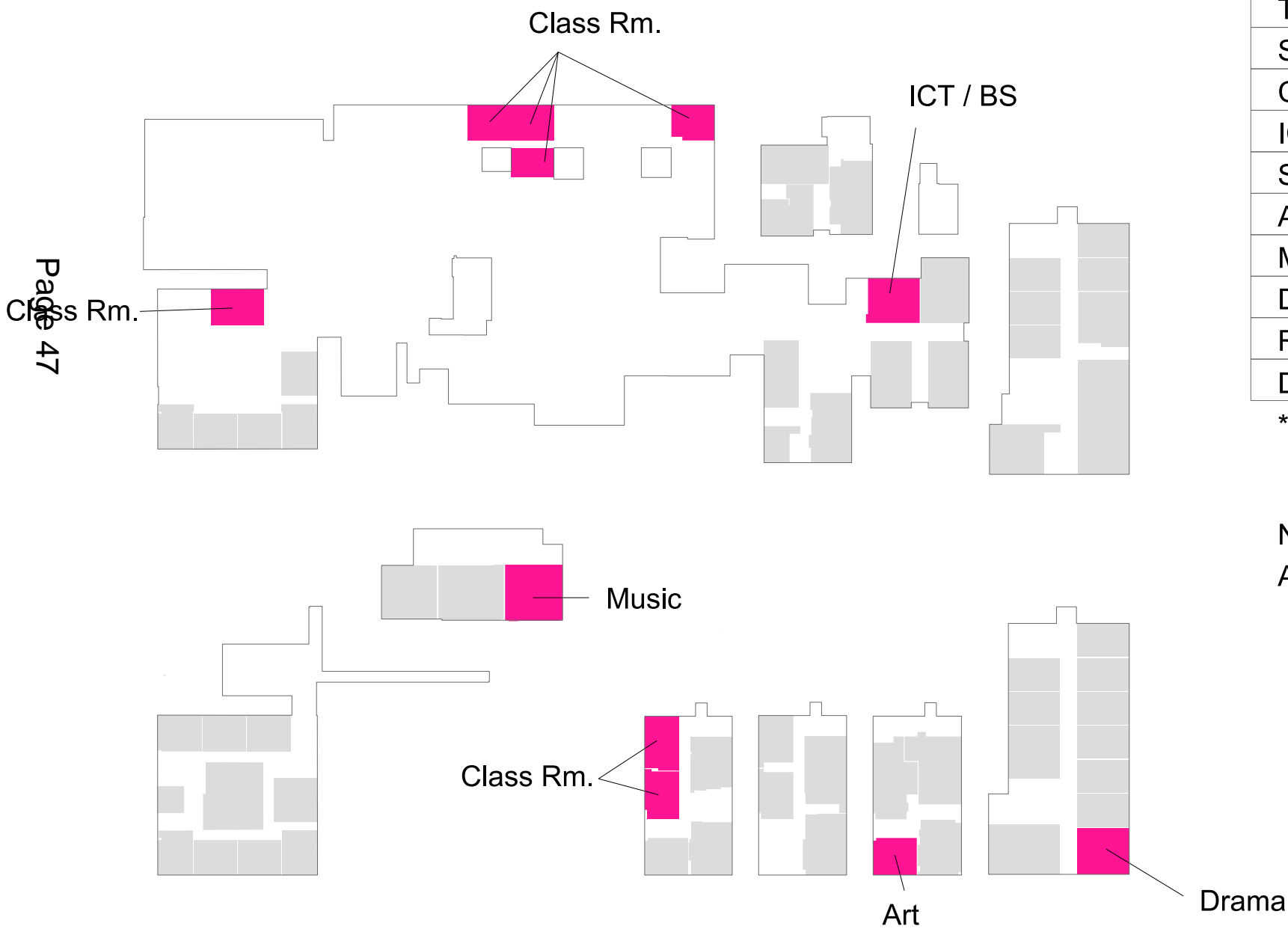
OFF35	staff work room (with sink)	10	24	5	120					24	5
OFF33	staff work room	6	16	2	32					16	2
OFF32	staff room (social)	29	48	1	48				including kitchenette and pigeon holes	48	1
OFF41	conference/ meeting room	11	22	1	22					22	1
ADM21	community entrance/ reception	-	4	1	4				for community use outside core hours	4	1
-	-	-									
-	-	-									
ADM11	admin suite								reception desk options	office with 2 recep desks	
ADM13	head's office (meeting room)	6	16	1	16					16	1
ADM13	admin office (PA to head)	1	7	1	7					7	1
ADM08	reprographics room	2	20	1	20					20	1
ADM05	general office (2 recep desks)	12	48	1	48					48	1
-	-	-								0	0
ADM01	entrance/ reception	-	10	1	10				net area of this space only	10	1
ADM02	interview room	4	6	1	6				adjacent to entrance/reception	6	1
ADM04	sick room	6	9	1	9				adjacent to entrance/reception	9	1
	offices								(no. of offices 18 )		
OFF00	office (1-person)	1	7	5	35				e.g. assistant head or pastoral head	7	5
OFF10	office/ meeting (1-person)	3	9	8	72					9	8
OFF00	office (2-person)	2	9							9	
OFF10	office/ meeting (2-person)	4	11							11	
OFF20	office (SENco, learning support)	5	12	1	12				e.g. SENco and learning support	12	1
OFF15	office/ workroom (ICT tech)	2	11	1	11					11	1
OFF15	office/ workroom (premises)	2	11	1	11					11	1
TOTAL AREA		min	358	max	640		483	OK: area within recommended range		483	
Storage: teaching storage											
STT10	general teaching/ IT store (off corridor)		5	7	35				37 m <sup>2</sup> total recom'd	5	7
STT21	science prep room		111	1	111				111 m <sup>2</sup> minimum recom'd	111	1
STT23	chemical store (off prep room)		7	1	7				7 m <sup>2</sup> minimum recom'd	7	1
STT21	science prep room										
STT05	specialist store (off art room)		5	6	30				minimum 2 stores off each art space	5	6
STT32	multi-materials store/ prep room		41	1	41				41 m <sup>2</sup> min recom'd for 2+ workshops	41	1
STT34	food store/ prep room		10	1	10				10 m <sup>2</sup> minimum recom'd	10	1
STT05	specialist store (off DT light prac room)		5	6	30				2 stores off each light practical space	5	6
STT05	specialist store (music)		5	2	10				shared stores for music suite	5	2
STT08	drama store (off room)		10	1	10				1 store off any drama space	10	1
STT35	food store (off food room)		5						music instrument store recommended	5	
STT10	general store (off library)		3	1	3					3	1
STT10	general store (off SEN room)		5	1	5					5	1
-	-										
STH00	PE store(s) (sports hall)		60	1	60				60 m <sup>2</sup> minimum recom'd	60	1
STH00	PE store(s) (community)		4	1	4				may be locked cage in main PE store	4	1
STH00	PE store(s) (activity studio)		15	1	15				15 m <sup>2</sup> minimum recom'd	15	1
STH05	external PE store		8	1	8					8	1
non-teaching storage											
STH10	chair and dining table store(s) (off hall)		23	1	23				23 m2 recom'd for chairs and tables	23	1
STT10	general store (central stock)		6	2	12					6	2
STN21	secure/ exam/ archive store		8	2	16					8	2
(CIR01)	wheelchair/ appliances bay(s)		1.5	6	9.0				as 'bays' off circulation areas	1.5	6
STH20	retractable bleacher seating (hall)		16	1	16					16	1
-	-										
STN02	personal storage (lockers)		11	6	66				90% of pupils can have locker if 4 tiers	11	6
STN02	personal storage (community lockers)		3	1	3				for community use outside core hours	3	1
STN31	cleaners' store(s)		1.5	10	15.0					1.5	10
STT10	general store (maintenance)		8	1	8				1 of 8m2 minimum recommended	8	1
TOTAL AREA		min	485	max	766		547.0	OK: area within recommended range		547	
Float		min	0	max	742		21	NOTE: float available 21		21	
Total Net Area		min	6925	max	7406		6925	OK		6925	
Non-net Area											
KIT00-09	school kitchen prep & servery		133	1	133				133 m <sup>2</sup> min recom'd for full service	133	1
toilets (and personal care)											
TOC01	pupil changing and showers	65	73	2	146				(pupil toilets: 65 recom'd 65 provided)	73	2
TOC02	accessible/ staff changing	1	6	2	12				146 m <sup>2</sup> for 129 incl shower cubicles	6	2
-	-								6 m <sup>2</sup> minimum including shower		
TOC04	hygiene room (shower & wc)	1	12	1	12				12 m <sup>2</sup> minimum including hoist	12	1
TOC13	pupil toilet suite(s)	10	32.5	6	195					32.5	6
TOC21	accessible/ staff toilet		3.5	6	21					3.5	6
TOC13	other pupil toilet suite(s)	2	6.5	2	13				also for visitors and staff	6.5	2
TOC15	individual toilet (pupil)	1	3	1	3				2 in PE changing area	3	1
TOC22	staff toilet suite(s)	2	6.5	2	13				in admin suite for sick room	6.5	2
PLA01	plant		1.6%		114				near staff room	114	1.6%
PLA02	server room		6	2	12					6	2
CIR01-02	%age of net area for new build		26.1%		1805				25.0% of net minimum circulation recom'd	1805	26.1%
partitions			4.2%		291					291	4.2%
TOTAL AREA		min	2770	max	3116		2770.0	OK: area within recommended range		2770	
Total Gross Area		min	9695	max	11079		9695	OK		9695	
Total Gross Area (including supplementary area)											
Gross area as proportion of net											
140%											





Accommodation Analysis					
Teaching Areas				PAN 180	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Seminar	3	Seminar	2	Seminar	-1
Class Rm.	26	Class Rm.	33	Class Rm.	7
ICT / BS	7	ICT / BS	8	ICT / BS	1
Science	9	Science	9	Science	0
Art	3	Art	4*	Art	1
Music	1	Music	2	Music	1
Drama	1	Drama	2	Drama	1
Res. Mat's.	2	Res. Mat's.	2	Res. Mat's.	0
Dt other	3	Dt other	3	Dt other	0

\* One no. Art classroom counted as DT Other

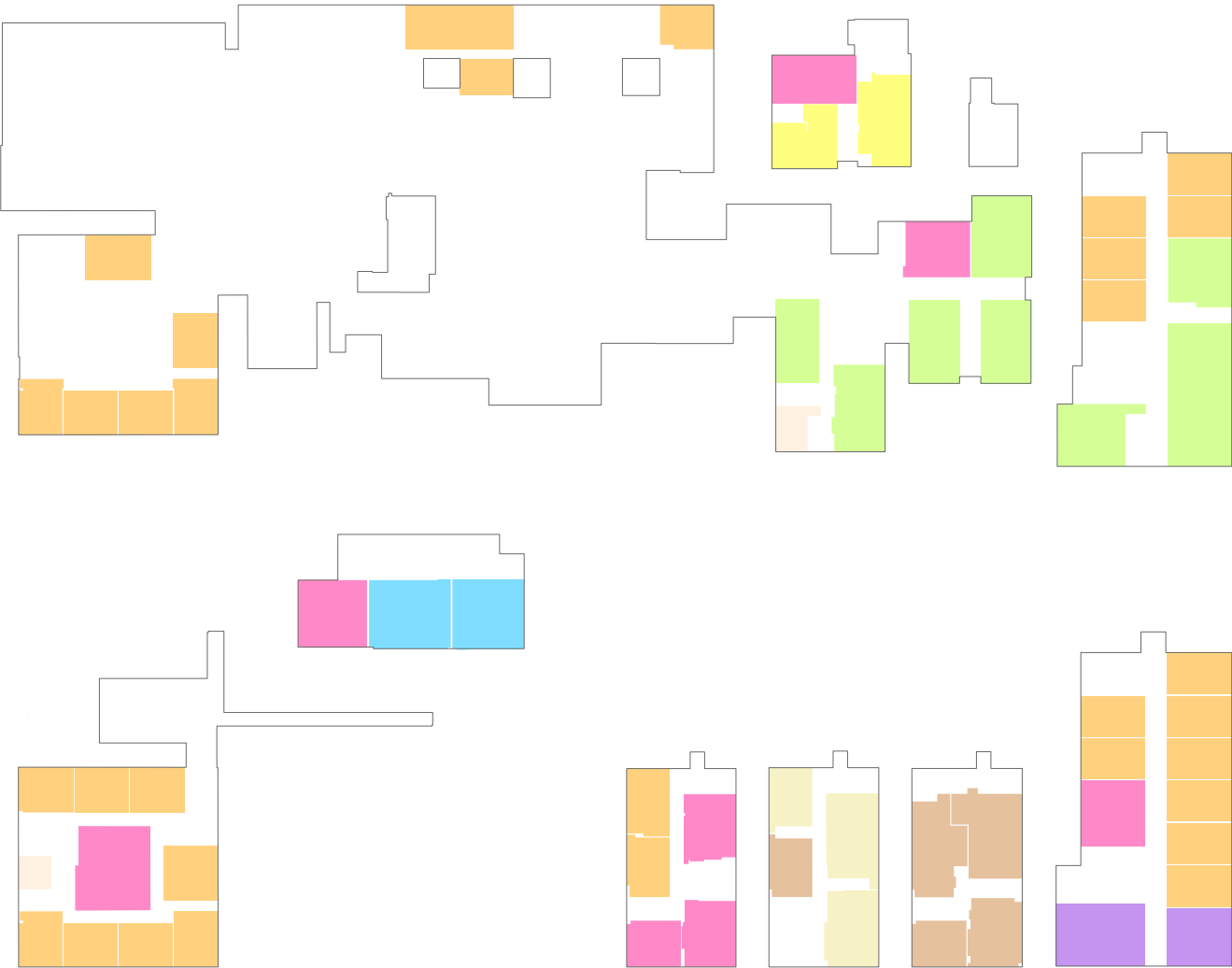


Accommodation Analysis					
Teaching Areas					PAN 180
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Seminar	3	Seminar	2	Seminar	-1
Class Rm.	26	Class Rm.	33	Class Rm.	7
ICT / BS	7	ICT / BS	8	ICT / BS	1
Science	9	Science	9	Science	0
Art	3	Art	4*	Art	1
Music	1	Music	2	Music	1
Drama	1	Drama	2	Drama	1
Res. Mat's.	2	Res. Mat's.	2	Res. Mat's.	0
Dt other	3	Dt other	3	Dt other	0

\* One no. Art classroom counted as DT Other

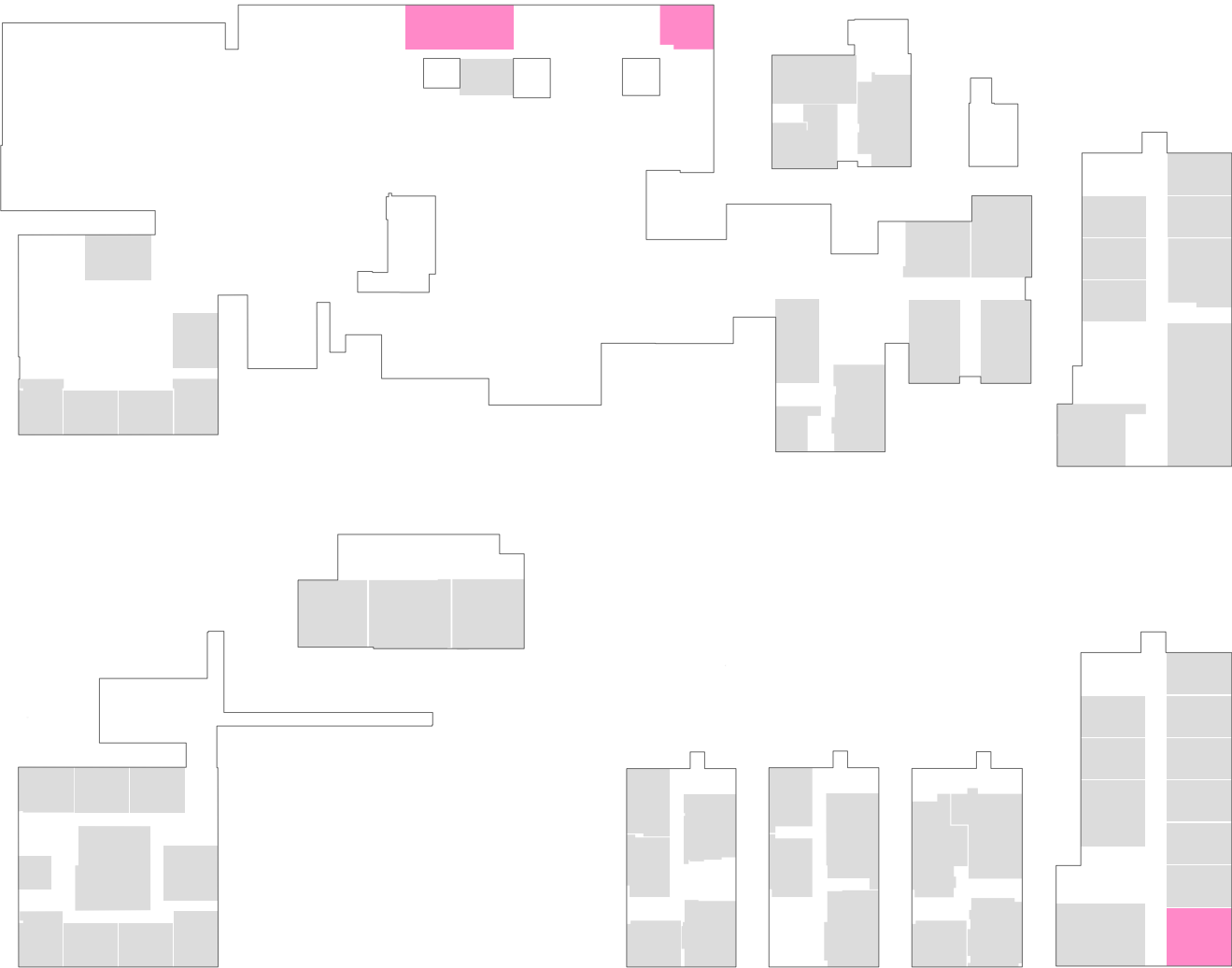
Note that these are example assignments.  
Alternate rooms could be identified as surplus in some cases.





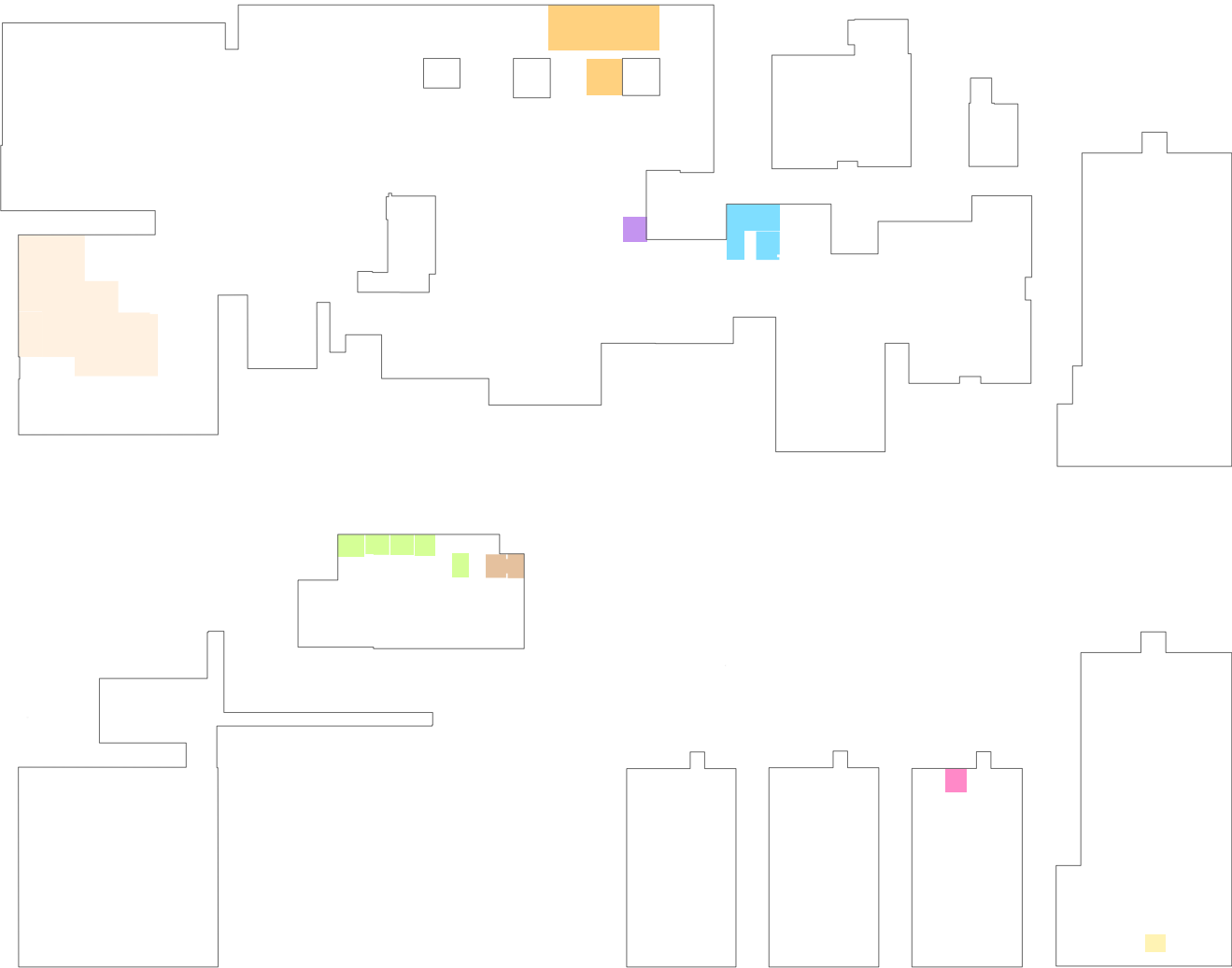
Accommodation Analysis					
Teaching Areas				PAN 210	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Seminar	4	Seminar	2	Seminar	-2
Class Rm.	30	Class Rm.	33	Class Rm.	3
ICT / BS	8	ICT / BS	8	ICT / BS	0
Science	10	Science	9	Science	-1
Art	4	Art	4	Art	0
Music	3	Music	2	Music	-1
Drama	1	Drama	2	Drama	1
Res. Mat's.	2	Res. Mat's.	2	Res. Mat's.	0
Dt other	5	Dt other	3	Dt other	-2



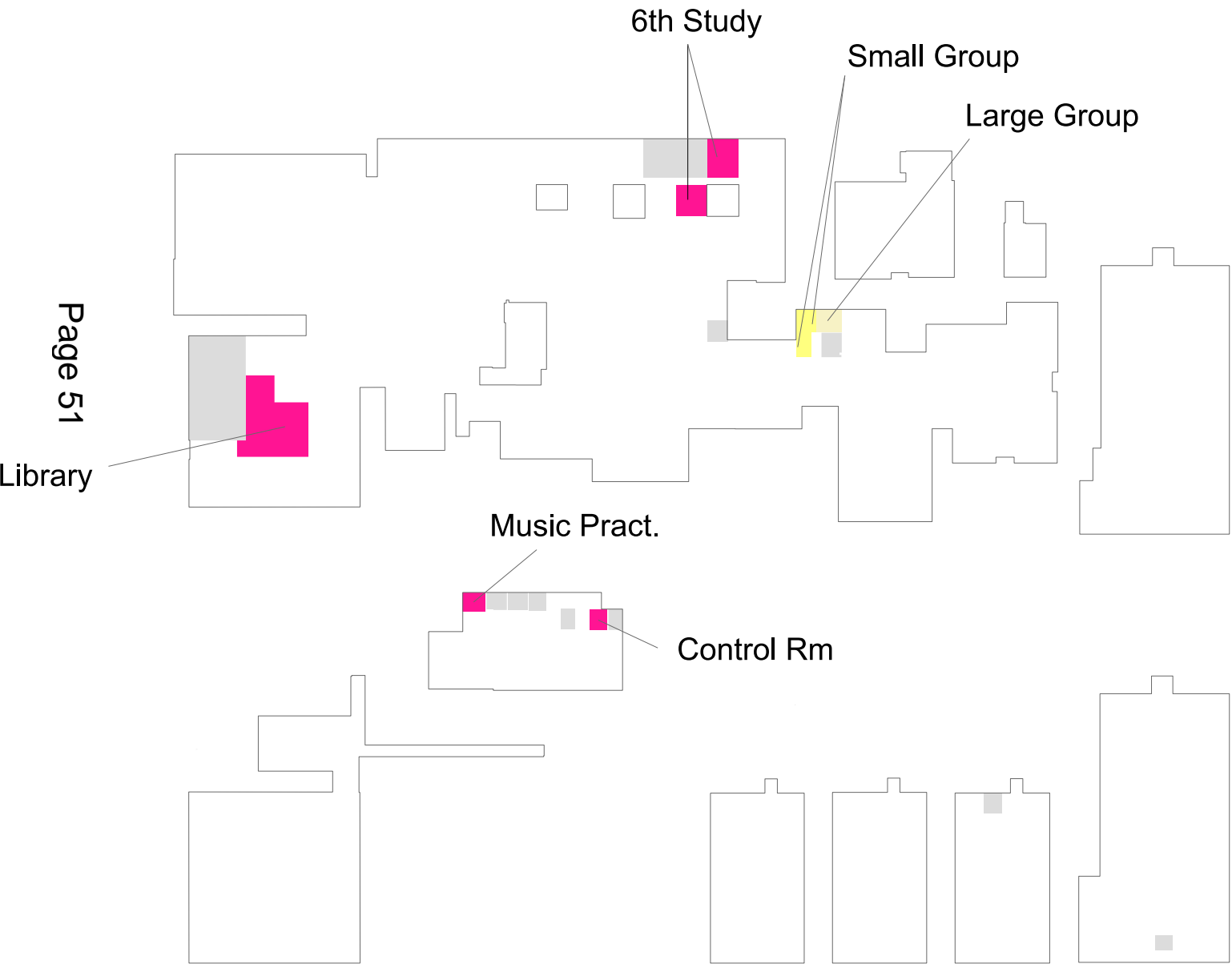


Accommodation Analysis					
Teaching Areas					PAN 210
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Seminar	3	Seminar	2	Seminar	-2
Class Rm.	26	Class Rm.	33	Class Rm.	3
ICT / BS	7	ICT / BS	8	ICT / BS	0
Science	9	Science	9	Science	-1
Art	3	Art	5	Art	0
Music	1	Music	2	Music	-1
Drama	1	Drama	2	Drama	1
Res. Mat's.	2	Res. Mat's.	2	Res. Mat's.	0
Dt other	3	Dt other	3	Dt other	-2

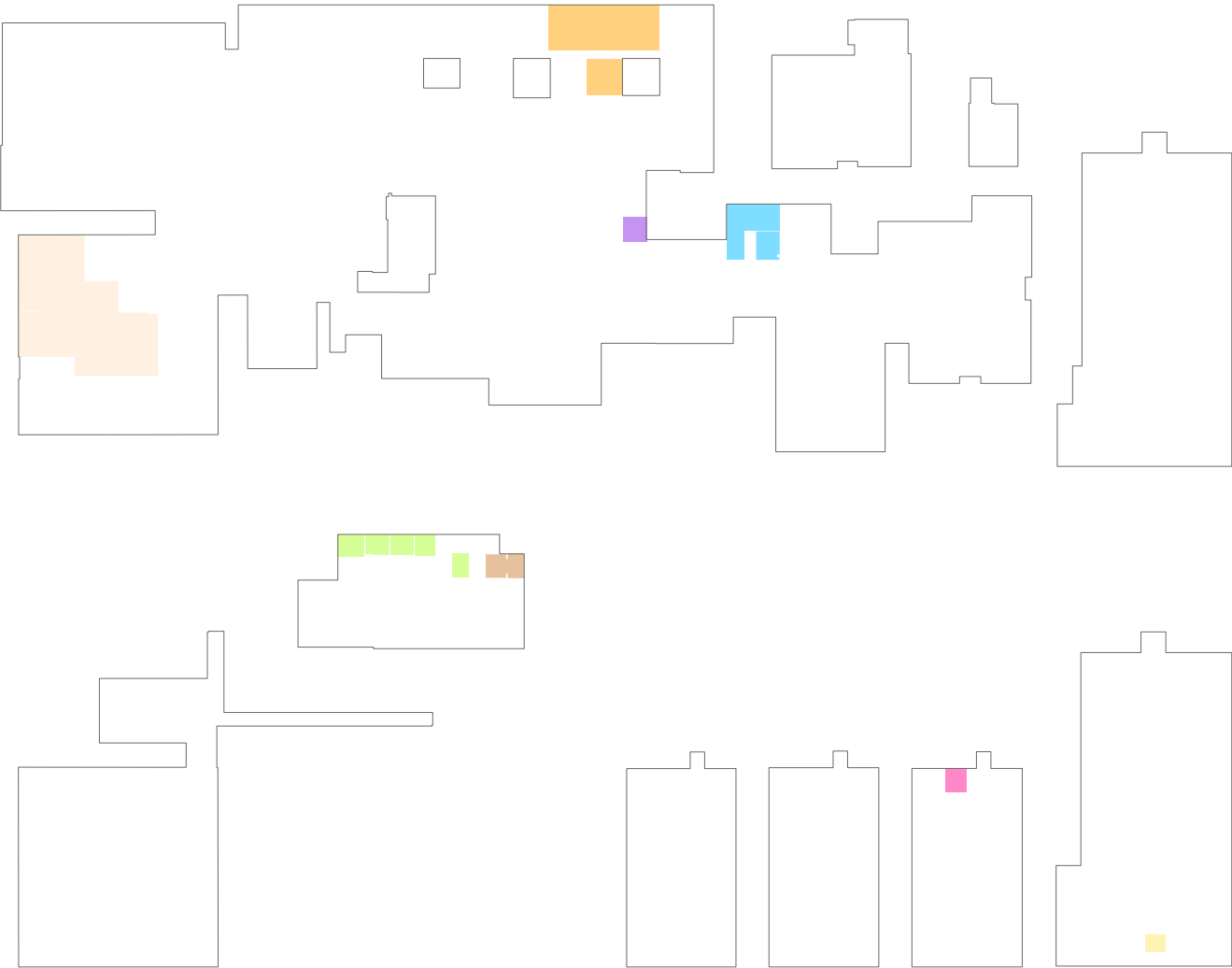
\* In the light of area shortfalls, it is recommended that surpluses are zeroed.



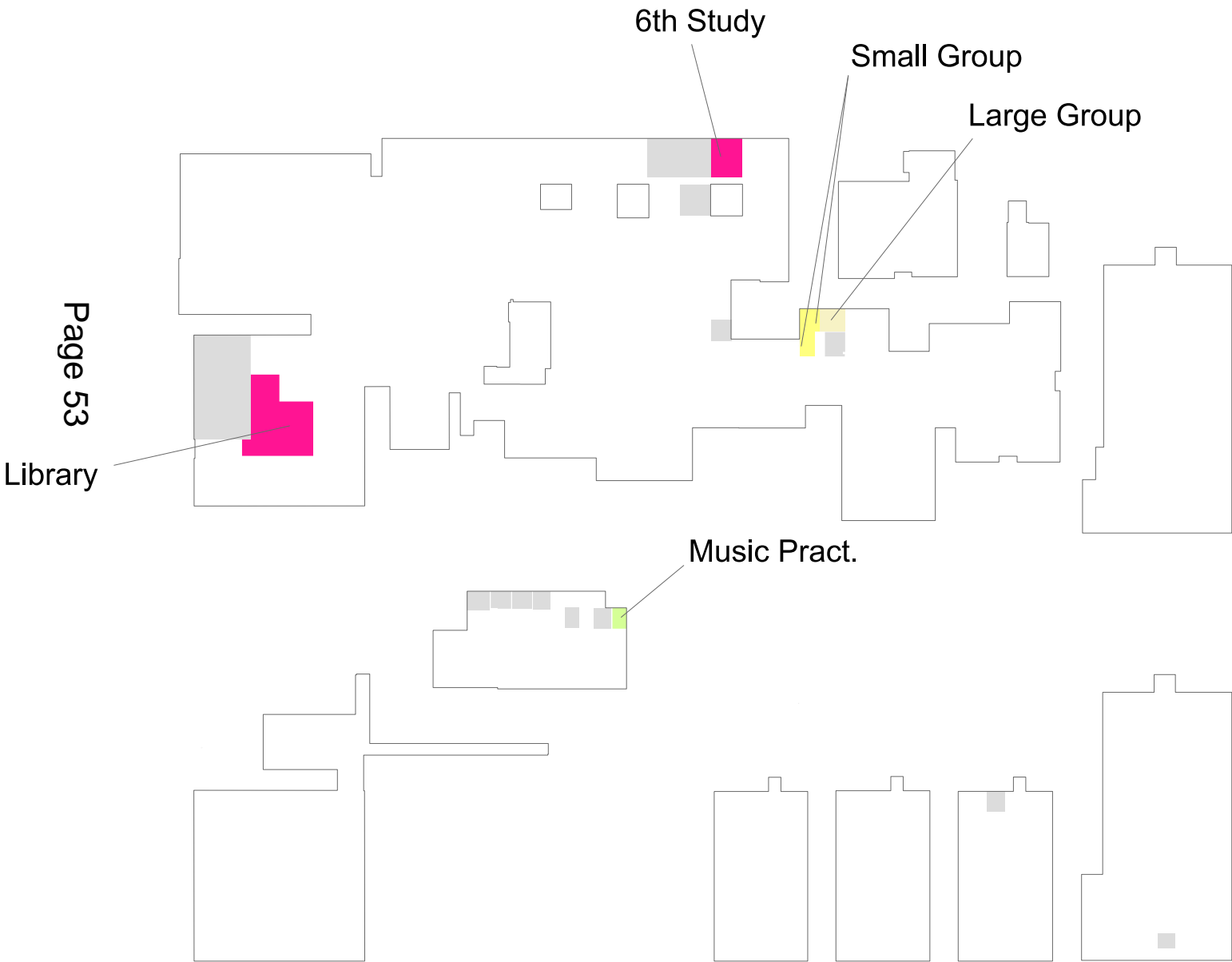
Accommodation Analysis					
Resource Areas				PAN 180	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Library	165	Library	270	Library	105
6th Study	69	6th Study	123	6th Study	54
Kiln Room	4	Kiln Room	10	Kiln Room	6
Music Pract.	32	Music Pract.	44	Music Pract.	12
Control Rm	6	Control Rm	17	Control Rm	11
SEN Ther.	16	SEN Ther.	50	SEN Ther.	34
MI Room	12	MI Room	11	MI Room	-1
Small Group	36	Small Group	0	Small Group	-36
Large Group	16	Large Group	0	Large Group	-16



Accommodation Analysis					
Resource Areas				PAN 180	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Library	165	Library	270	Library	105
6th Study	69	6th Study	123	6th Study	54
Kiln Room	4	Kiln Room	10	Kiln Room	6
Music Pract.	32	Music Pract.	44	Music Pract.	12
Control Rm	6	Control Rm	17	Control Rm	11
SEN Ther.	16	SEN Ther.	15	SEN Ther.	-1
MI Room	12	MI Room	11	MI Room	-1
Small Group	36	Small Group	22	Small Group	-13
Large Group	16	Large Group	15	Large Group	-1

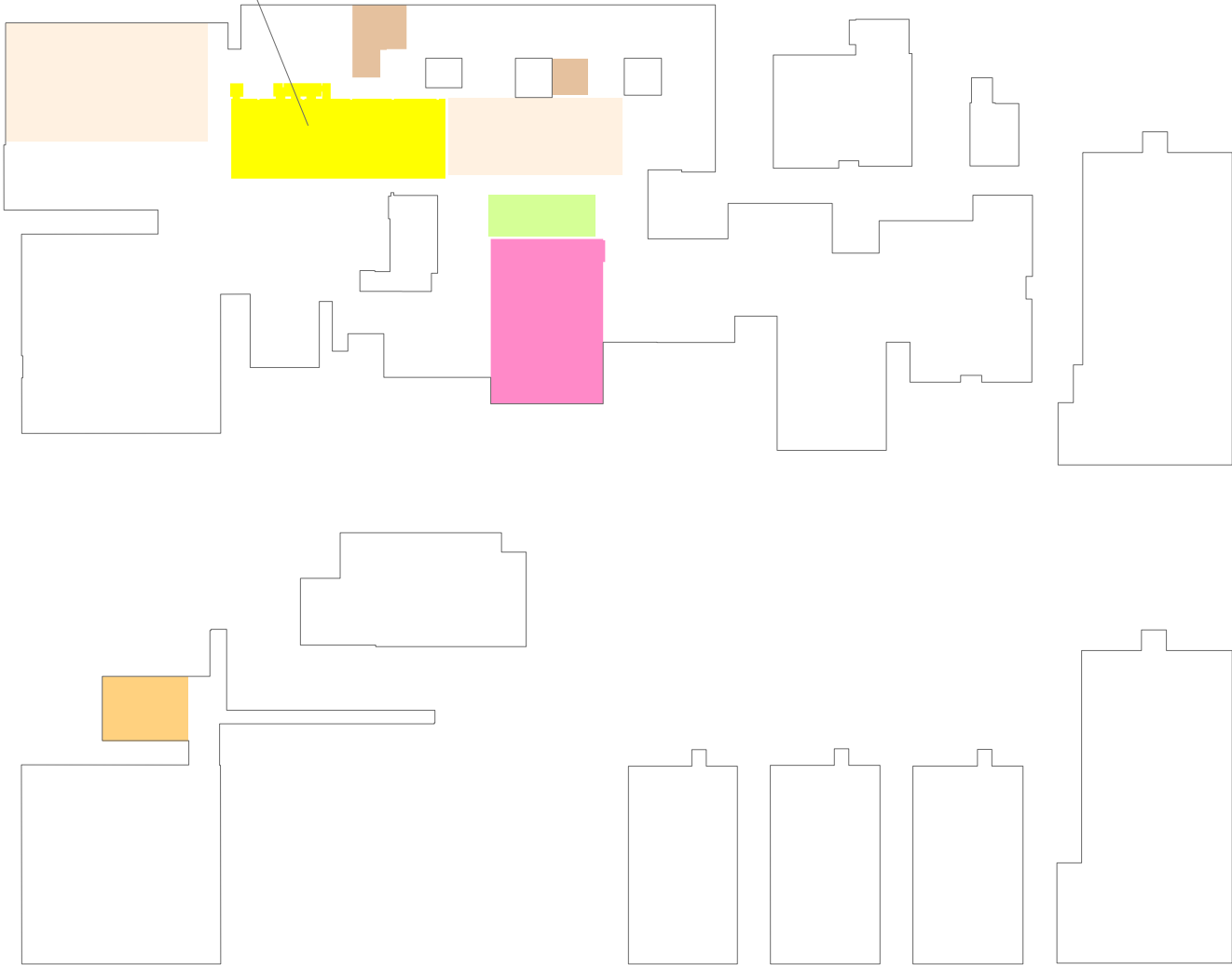


Accommodation Analysis					
Resource Areas				PAN 210	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Library	174	Library	270	Library	96
6th Study	83	6th Study	123	6th Study	40
Kiln Room	4	Kiln Room	10	Kiln Room	6
Music Pract.	64	Music Pract.	44	Music Pract.	-20
Control Rm	6	Control Rm	7	Control Rm	1
SEN Ther.	16	SEN Ther.	50	SEN Ther.	34
MI Room	12	MI Room	11	MI Room	-1
Small Group	45	Small Group	0	Small Group	-45
Large Group	16	Large Group	0	Large Group	-16



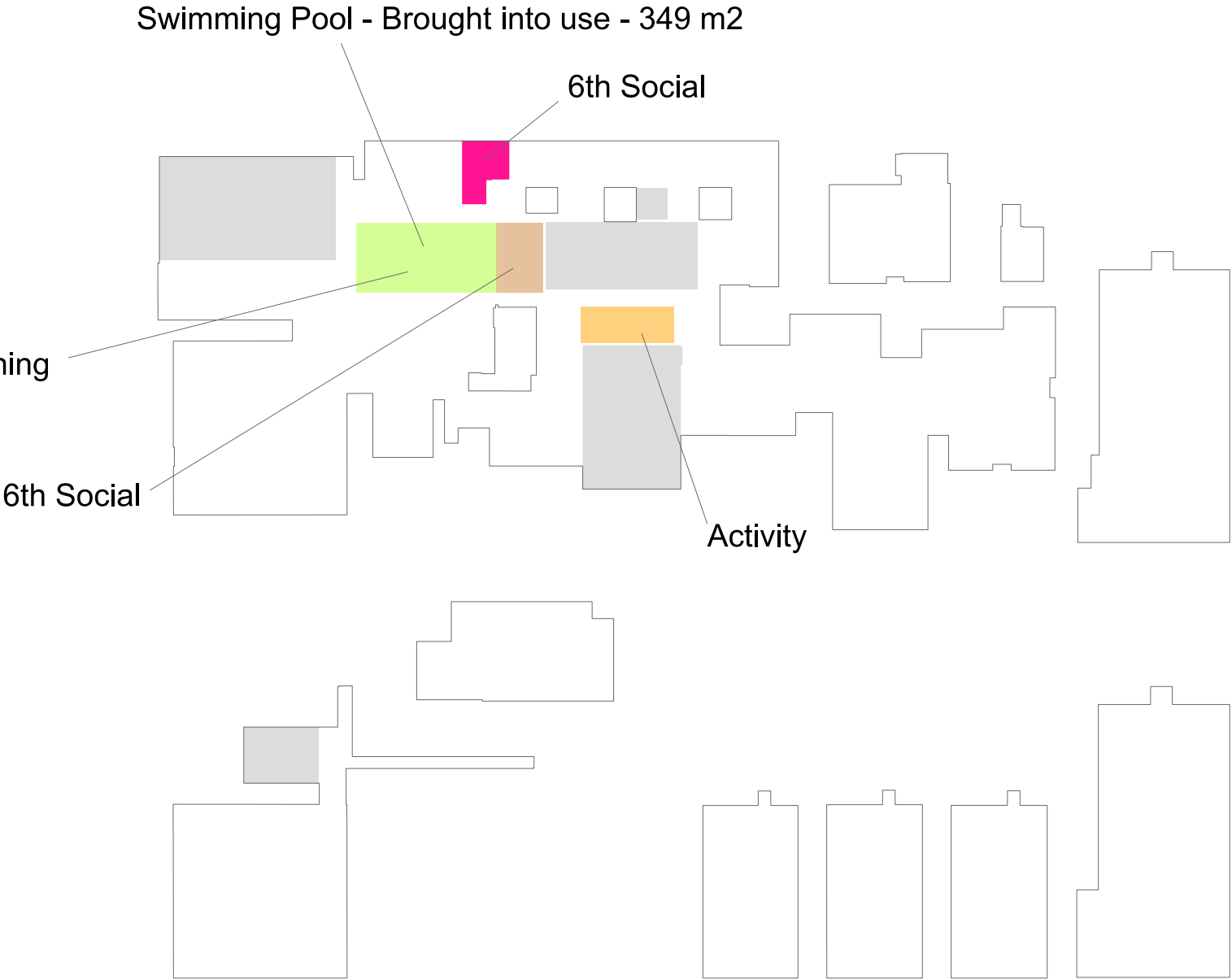
Accommodation Analysis					
Resource Areas				PAN 210	
BB103		Actual		Diff.	
Type	No.	Type	No.	Type	No.
Library	174	Library	270	Library	96
6th Study	83	6th Study	123	6th Study	40
Kiln Room	4	Kiln Room	10	Kiln Room	6
Music Pract.	64	Music Pract.	45	Music Pract.	-19
Control Rm	6	Control Rm	9	Control Rm	3
SEN Ther.	16	SEN Ther.	15	SEN Ther.	-1
MI Room	12	MI Room	11	MI Room	-1
Small Group	45	Small Group	22	Small Group	-23
Large Group	16	Large Group	15	Large Group	-1

Swimming Pool - Not in use - 349 m2



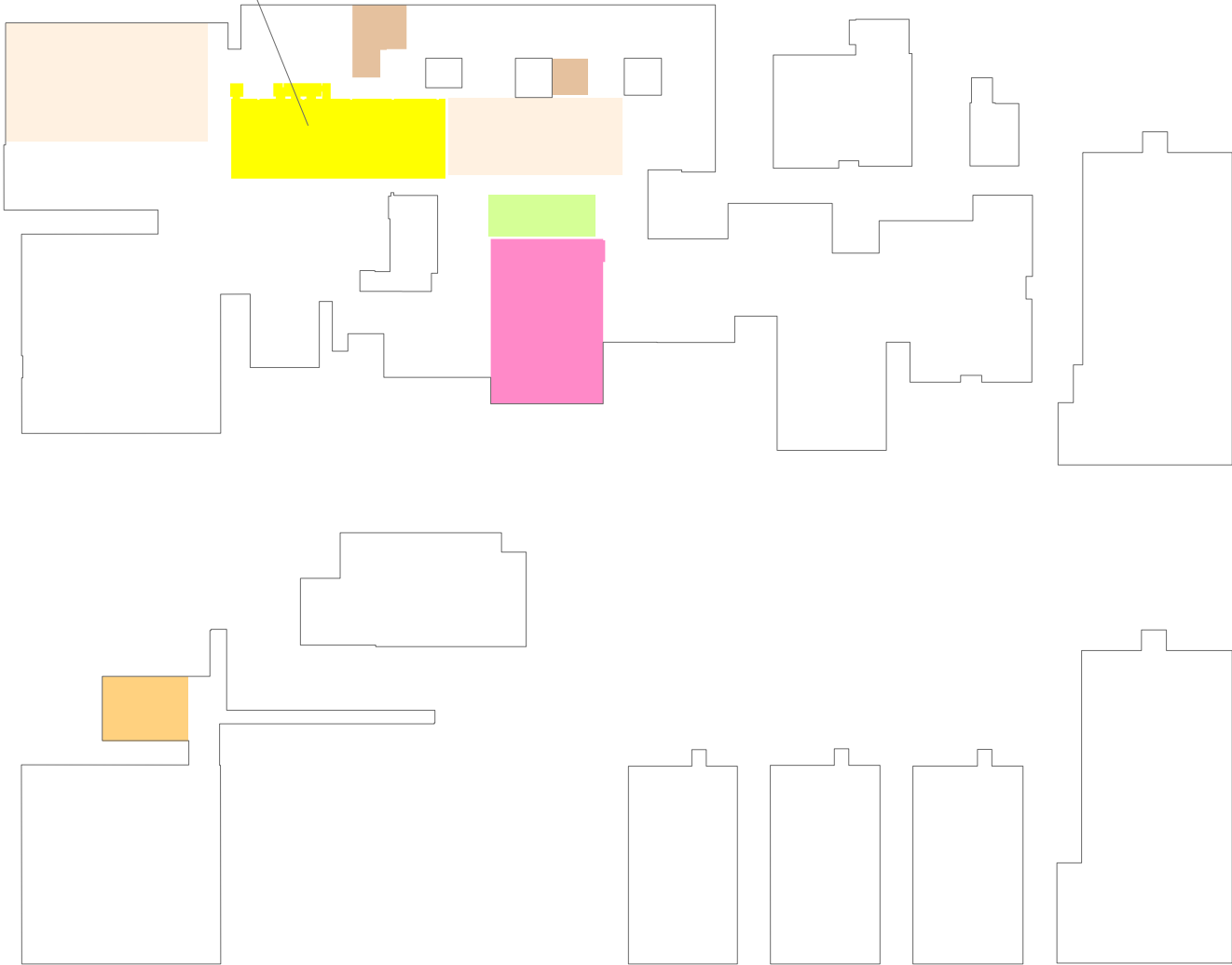
Accommodation Analysis					
Hall Areas				PAN 180	
BB103		Actual		Diff.	
Type	Area	Type	Area	Type	Area
Sports	594	Sports	724	Sports	130
Activity	150	Activity	106	Activity	-44
Main Hall	197	Main Hall	361	Main Hall	164
Dining	248	Dining	86	Dining	-162
6th Social	111	6th Social	87	6th Social	-24

\* 464m2 in Gymnasium & 106m2 in Studio



Accommodation Analysis					
Hall Areas				PAN 180	
BB103		Actual		Diff.	
Type	Area	Type	Area	Type	Area
Sports	594	Sports	724	Sports	130
Activity	150	Activity	192	Activity	42
Main Hall	197	Main Hall	361	Main Hall	164
Dining	248	Dining	248	Dining	0
6th Social	111	6th Social	107	6th Social	-4

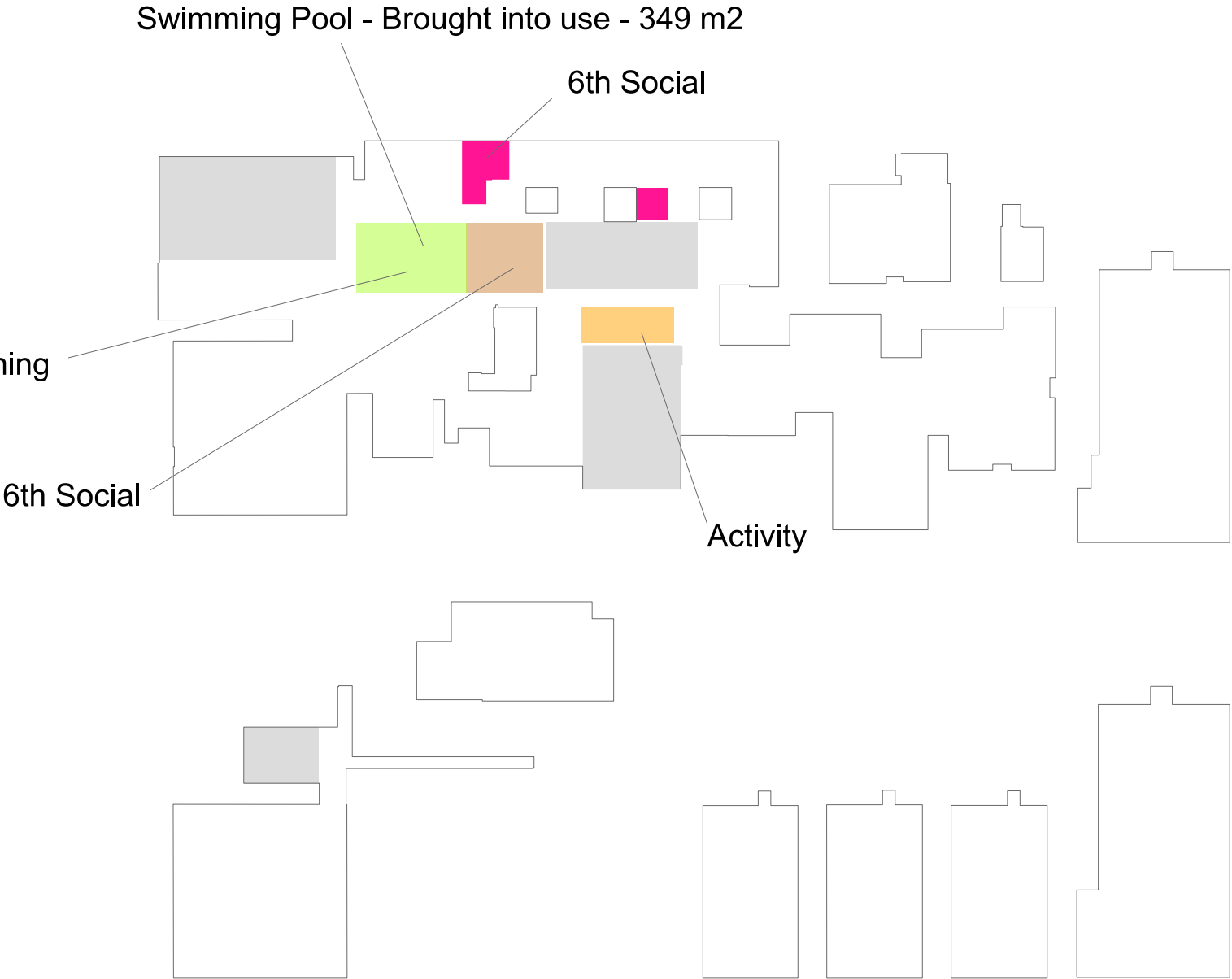
Swimming Pool - Not in use - 349 m2



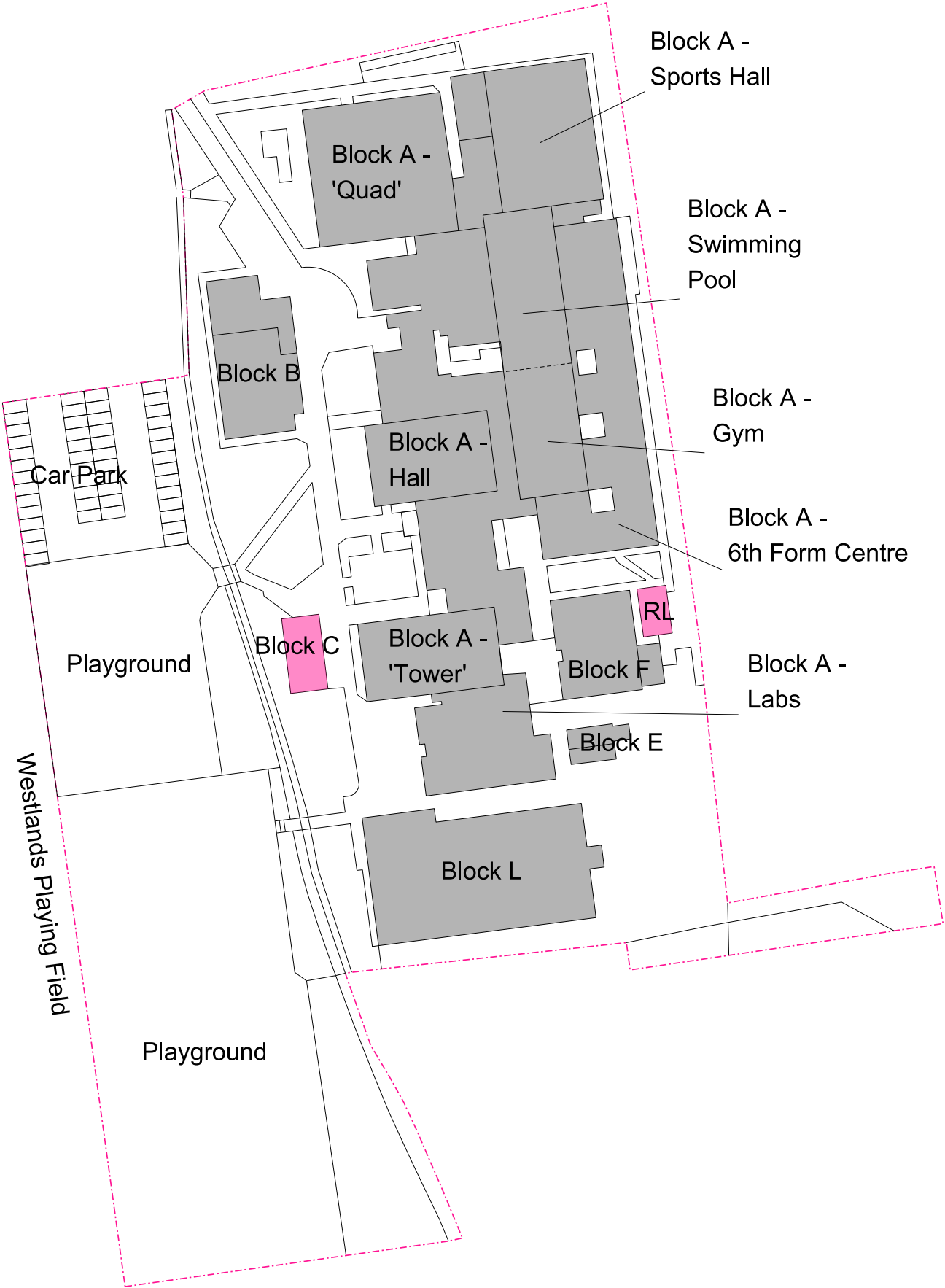
Accommodation Analysis					
Hall Areas				PAN 210	
BB103		Actual		Diff.	
Type	Area	Type	Area	Type	Area
Sports	594	Sports	724	Sports	130
Activity	150	Activity	106	Activity	-44
Main Hall	226	Main Hall	361	Main Hall	135
Dining	196	Dining	86	Dining	-110
6th Social	132	6th Social	87	6th Social	-45

\* 464m2 in Gymnasium & 106m2 in Studio

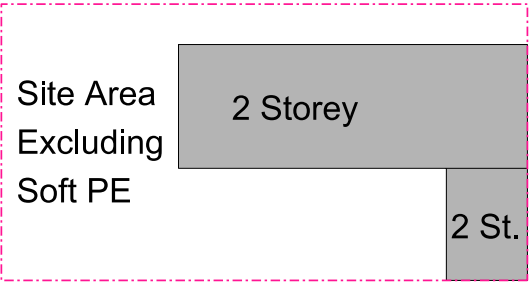


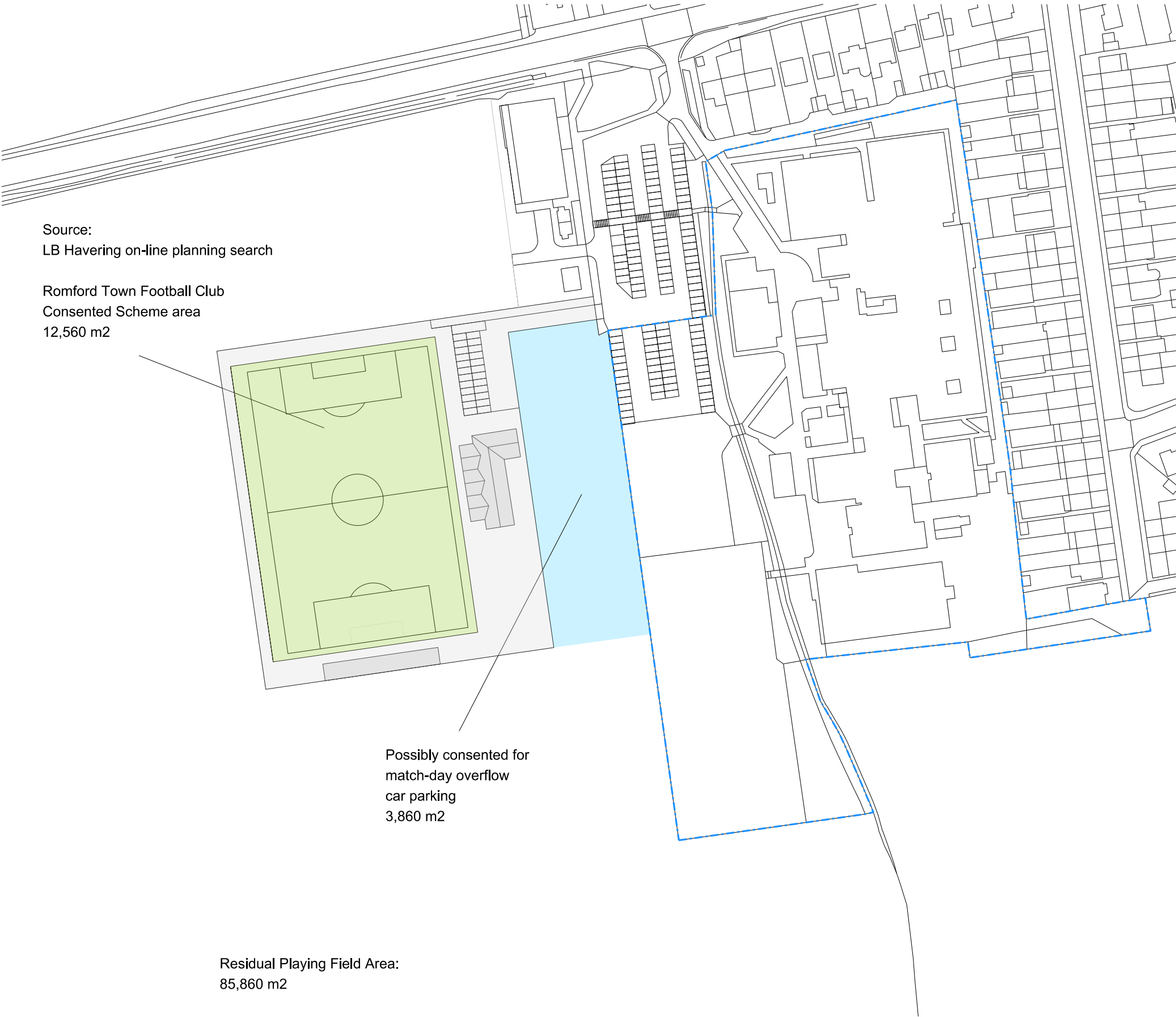


Accommodation Analysis					
Hall Areas				PAN 210	
BB103		Actual		Diff.	
Type	Area	Type	Area	Type	Area
Sports	594	Sports	724	Sports	130
Activity	150	Activity	192	Activity	42
Main Hall	226	Main Hall	361	Main Hall	135
Dining	196	Dining	196	Dining	0
6th Social	132	6th Social	136	6th Social	4



SEN School  
Area Comparator  
(Using Gaynes Site SEN Footprint)





Approximate Playing Field Area	
Romford Town Football Club Consented Scheme area:	12,560 m2
Possibly consented for match-day overflow car parking:	3,860 m2
Residual Playing Field Area:	85,860 m2
<hr/>	
Total Area:	102,280 m2



Total Site Area* -	26,160 m2 approx.
Hard Informal & Social -	5,970 m2 approx.**
Soft Informal & Social -	4,110 m2 approx.
Hard PE -	4,440 m2 approx.
Habitat -	1,180 m2 approx.
Non-net (Paths & Roads) -	2,360 m2 approx.
Building Footprint Area -	8,100 m2 approx.
! Soft PE not counted !	10 Ha Approx.

\* Excludes Soft PE  
\*\* Includes area covered by expired RLs

- Hard Informal & Social
- Soft Informal & Social
- Hard PE
- Habitat
- Condemned Buildings
- Non-net (Paths & Roads)
- Building Footprint Area
- Drainage Channel (Habitat)

Schedule of External Site Areas

2042-St Edwards Academy  
V 1.1 -050219

PAN 180  
Student Numbers  
11-16 years 900  
!7-18 years 240  
Total No. of Pupils: 1140

RECOMMENDED MINIMUM EXTERNAL SITE AREAS	BASE AREA (m2)	AREA PER PUPIL PLACE (m2)	BASE AREA (m2)	AREA PPP (m2)	BB103 TOTAL AREA (m2)	Actual Site Areas (m2)	Difference (m2)
SOFT OUTDOOR PE	6,000	35.0	6,000	39,900	45,900	100,000	54,100
HARD OUTDOOR PE	400	1.5	400	1,710	2,110	4,500	2,390
SOFT INFORMAL & SOCIAL AREAS	600	2.0	600	2,280	2,880	3,925	1,045
HARD INFORMAL & SOCIAL AREAS	200	1.0	200	1,140	1,340	3,850	2,510
HABITAT AREAS	-	0.5	-	570	570	2,090	1,520
FLOAT	800	5.0	800	5,700	6,500	N/A	N/A
MINIMUM NET AREA	8,000	45.0	8,000	51,300	13,400	14,365	965
NON-NET AREA	2,000	5.0	2,000	5,700	7,700	11,615	7,390
MINIMUM GROSS AREA	9,000	50.0	9,000	57,000	66,000	25,980	8,355

\* Excluding Soft Outdoor PE

PAN 210  
Student Numbers  
11-16 years 1050  
!7-18 years 300  
Total No. of Pupils: 1350

RECOMMENDED MINIMUM EXTERNAL SITE AREAS	BASE AREA (m2)	AREA PER PUPIL PLACE (m2)	BASE AREA (m2)	AREA PPP (m2)	BB103 TOTAL AREA (m2)	Actual Site Areas (m2)	Difference (m2)
SOFT OUTDOOR PE	6,000	35.0	6,000	47,250	53,250	100,000	46,750
HARD OUTDOOR PE	400	1.5	400	2,025	2,425	4,500	2,075
SOFT INFORMAL & SOCIAL AREAS	600	2.0	600	2,700	3,300	3,925	625
HARD INFORMAL & SOCIAL AREAS	200	1.0	200	1,350	1,550	3,850	2,300
HABITAT AREAS	-	0.5	-	675	675	2,090	1,415
FLOAT	800	5.0	800	6,750	7,550	N/A	N/A
MINIMUM NET AREA	8,000	45.0	8,000	60,750	15,500	14,365	(1,135)
NON-NET AREA	2,000	5.0	2,000	6,750	8,750	11,615	7,390
MINIMUM GROSS AREA	9,000	50.0	9,000	67,500	76,500	25,980	6,255

\* Excluding Soft Outdoor PE





HAVERING SEMH ASD SCHOOL      V 2.0




SoA based upon BB104 Guidance      NO. OF PUPILS: 60

RECOMMENDED MINIMUM EXTERNAL SITE AREAS FOR ALL SPECIAL SCHOOLS	FOR SPECIAL SCHOOLS WITH FORMAL TEAM GAMES			BB104 TOTAL
	BASE AREA	AREA PER PUPIL PLACE		
SOFT OUTDOOR PE	2800	7.5	450	3250
HARD OUTDOOR PE	400	1.5	90	490
SOFT INFORMAL & SOCIAL AREAS	600	2	120	720
HARD INFORMAL & SOCIAL AREAS	600	2	120	720
HABITAT AREAS	200	1	60	260
FLOAT	2400	7	420	2820
MINIMUM NET AREA	7000	21	1260	8260
NON-NET AREA	4500	21	1260	5760
MINIMUM GROSS AREA	11500	42	2520	14020
MAXIMUM NET AREA	9000	24	1440	10440
MAXIMUM GROSS AREA	15000	48	2880	17880





Total Site Area -	5,040 m2 approx.
Hard Informal & Social -	830 m2 approx.
Soft Informal & Social -	825 m2 approx.
Hard PE -	490 m2 approx.
Habitat -	0 m2 approx.
Non-net (Paths & Roads) -	1,815 m2 approx.
Building Footprint Area -	1,080 m2 approx.
! Soft PE not counted !	

-  St Edward's Site Boundary
-  Proposed SEN School Site Boundary
-  Proposed New Building(s)
- ! Note: Alterations required to existing St Edward's Buildings !





Total Site Area -	4,625 m2 approx.
Hard Informal & Social -	875 m2 approx.
Soft Informal & Social -	720 m2 approx.
Hard PE -	625 m2 approx.
Habitat -	0 m2 approx.
Non-net (Paths & Roads) -	1,325 m2 approx.
Building Footprint Area -	1,080 m2 approx.
! Soft PE not counted !	

- St Edward's Site Boundary
- Proposed SEN School Site Boundary
- Proposed New Building(s)
- Note: New building displaces existing music block (Block C)







Total Site Area -	4,940 m2 approx.
Hard Informal & Social -	785 m2 approx.
Soft Informal & Social -	695 m2 approx.
Hard PE -	780 m2 approx.
Habitat -	220 m2 approx.
Non-net (Paths & Roads) -	1,360 m2 approx.
Building Footprint Area -	1,100 m2 approx.
! Soft PE not counted !	

- St Edward's Site Boundary
- Proposed SEN School Site Boundary
- Proposed New Building(s)
- Note: New building displaces existing music block (Block C)

Architect  
SIXFOOTSTUDIO  
STUDIO 30, THANE WORKS  
LONDON  
N7 7NU  
UNITED KINGDOM  
TEL: 020 7700 6126

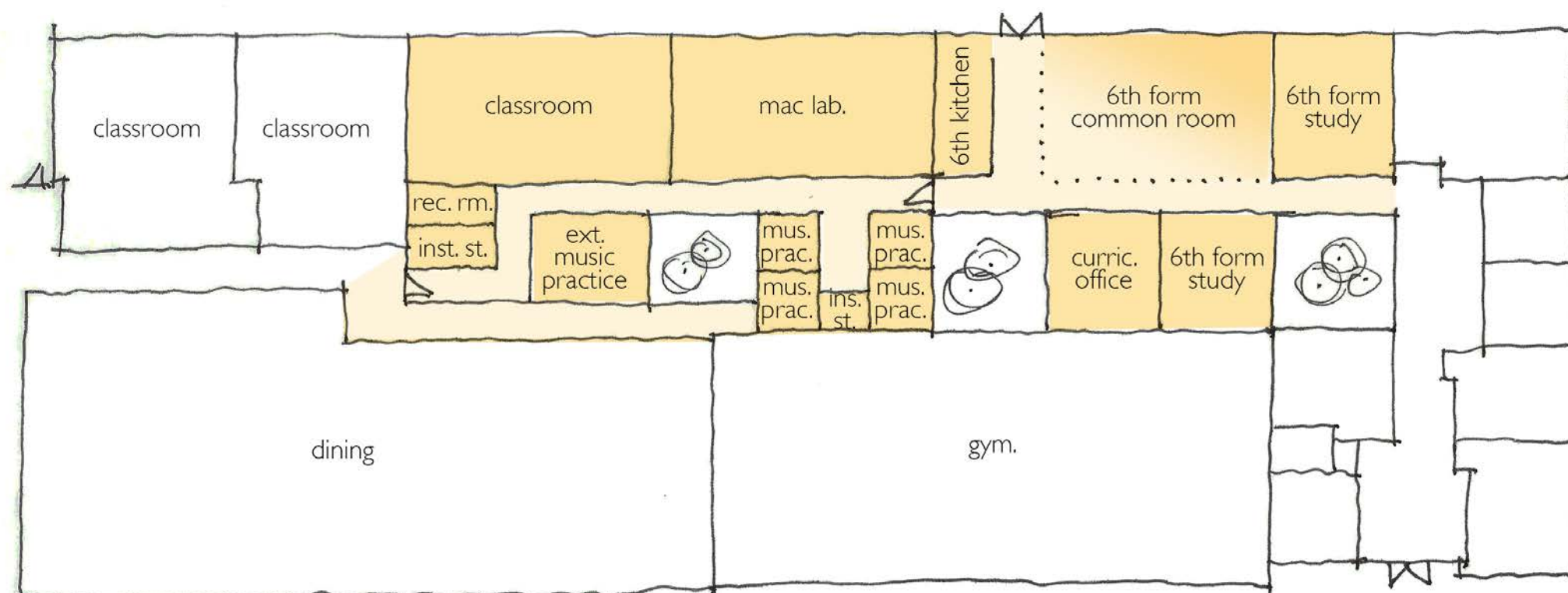
Havering  
LONDON BOROUGH

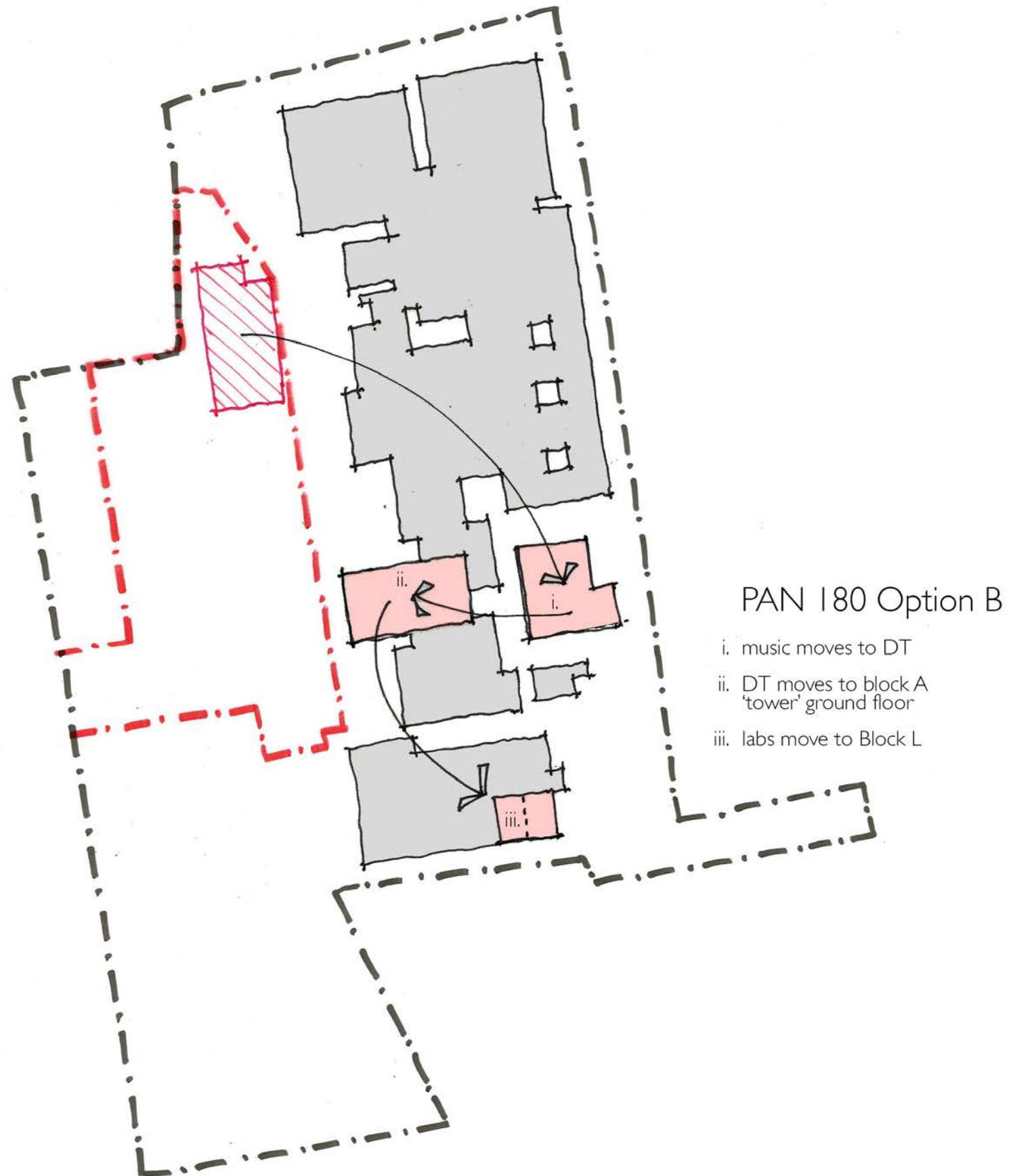
ST EDWARD'S SCHOOL  
LONDON ROAD, ROMFORD

KEY PLAN  
  
REVISION  

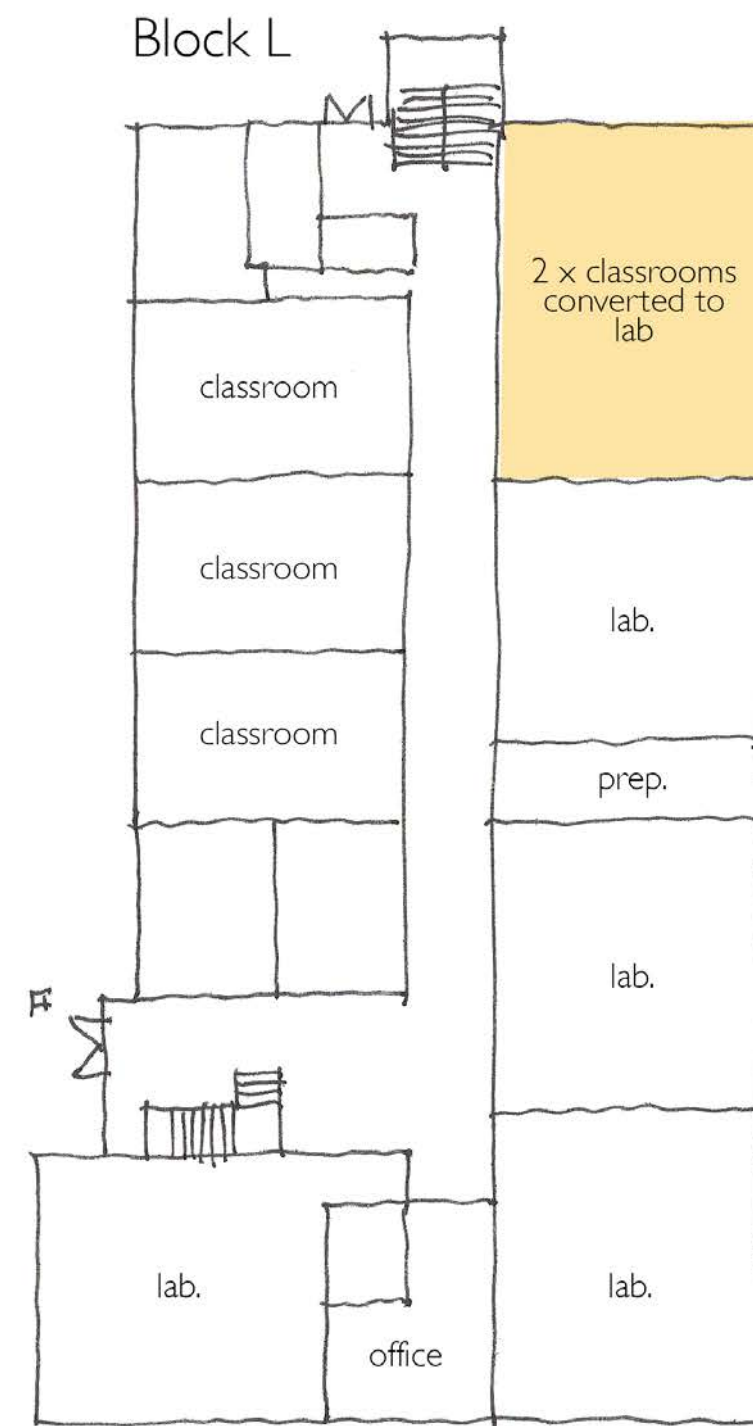
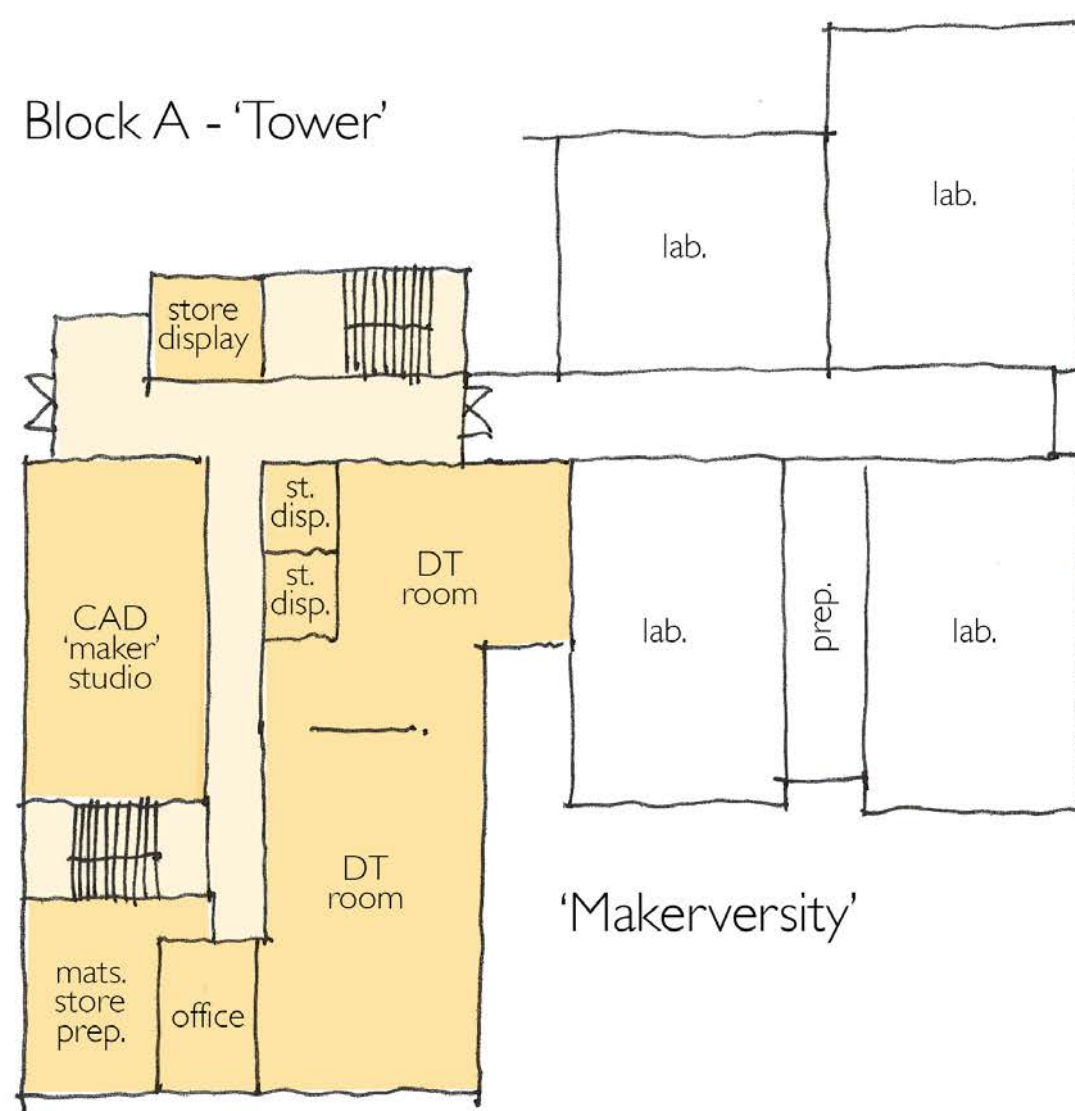
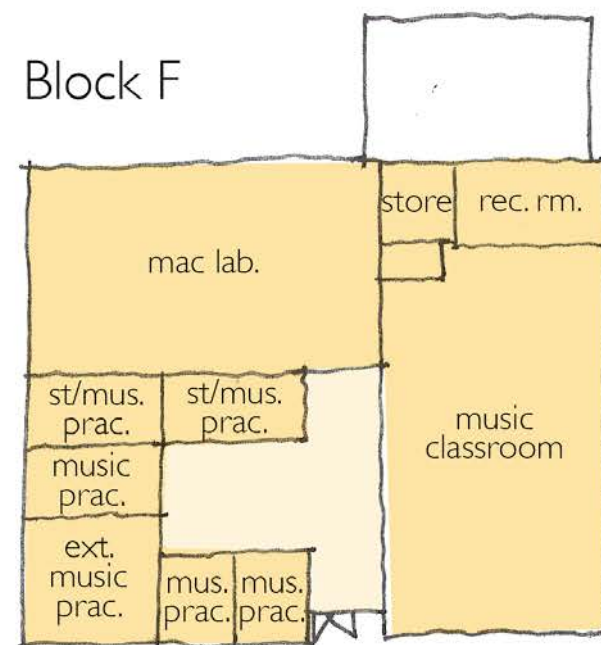

SIXFOOTSTUDIO PROJECT NUMBER  
**2042**  
DATE  
**08/03/19**  
ISSUE  
**DRAFT**  
**FEASIBILITY**  
SHEET TITLE  
**GA**  
**CONTROL OPTION**  
**SITE PLAN**  
SCALE:  
**1:100**  
SHEET NO.  
**L-01-01**











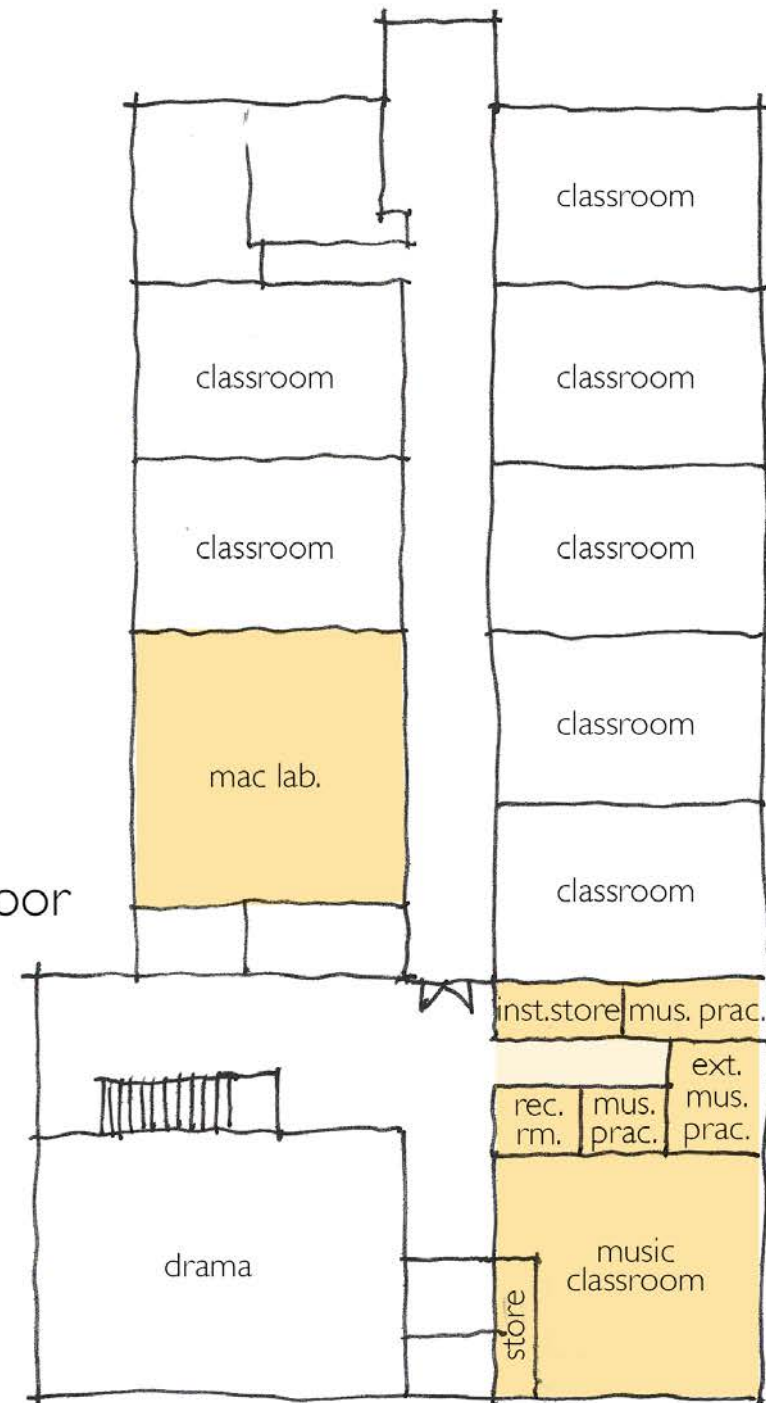


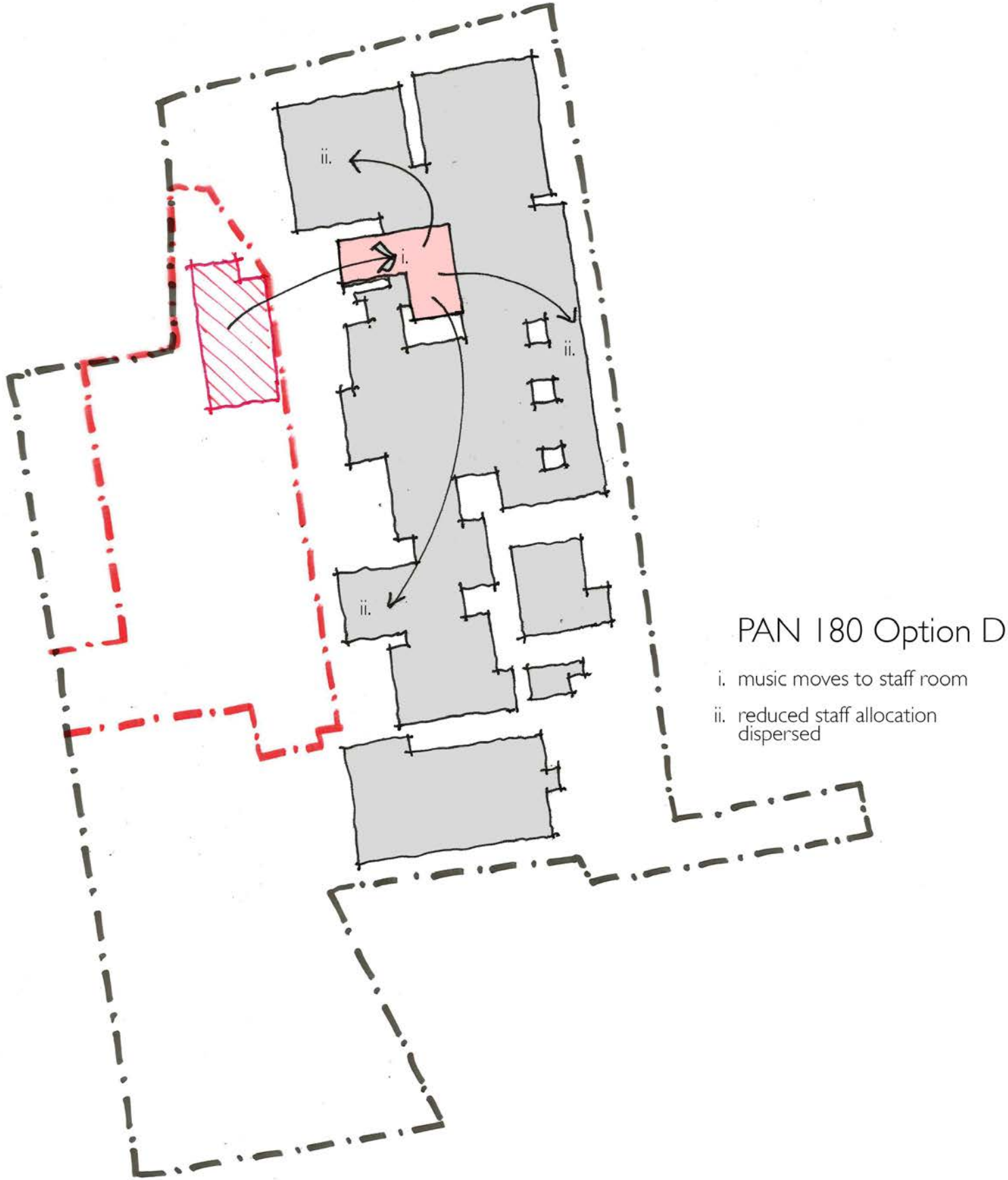
PAN 180 Option C

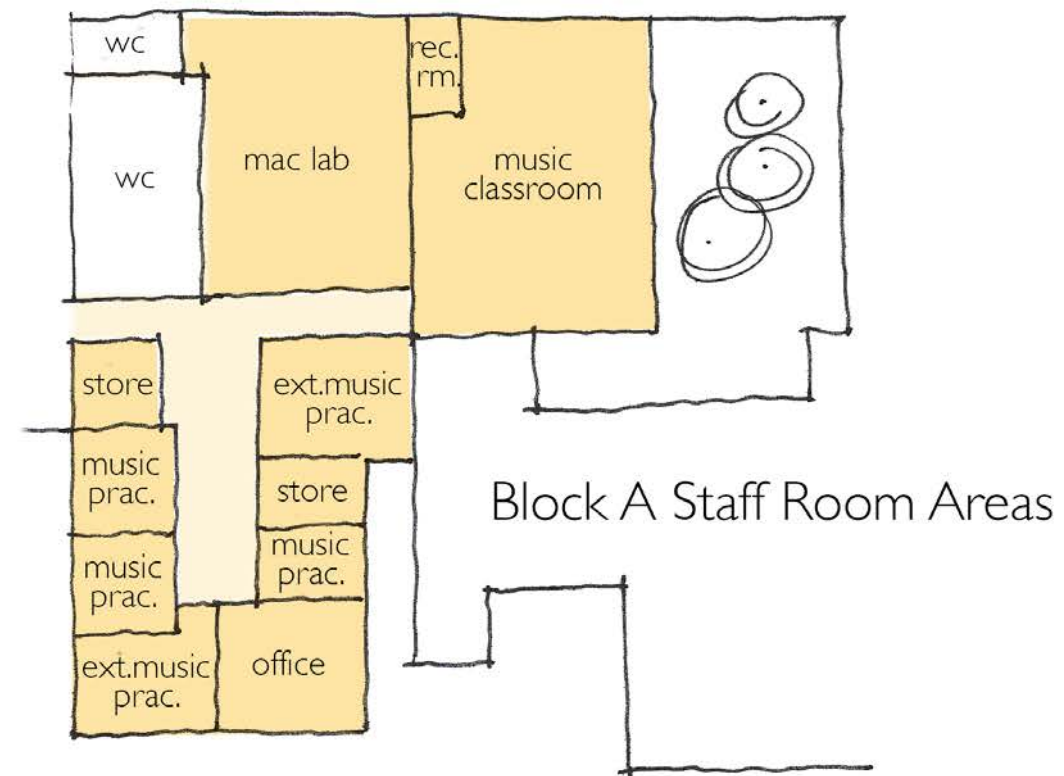
i. music moves to block L  
first floor (replacing second drama  
studio + 1 x classroom)

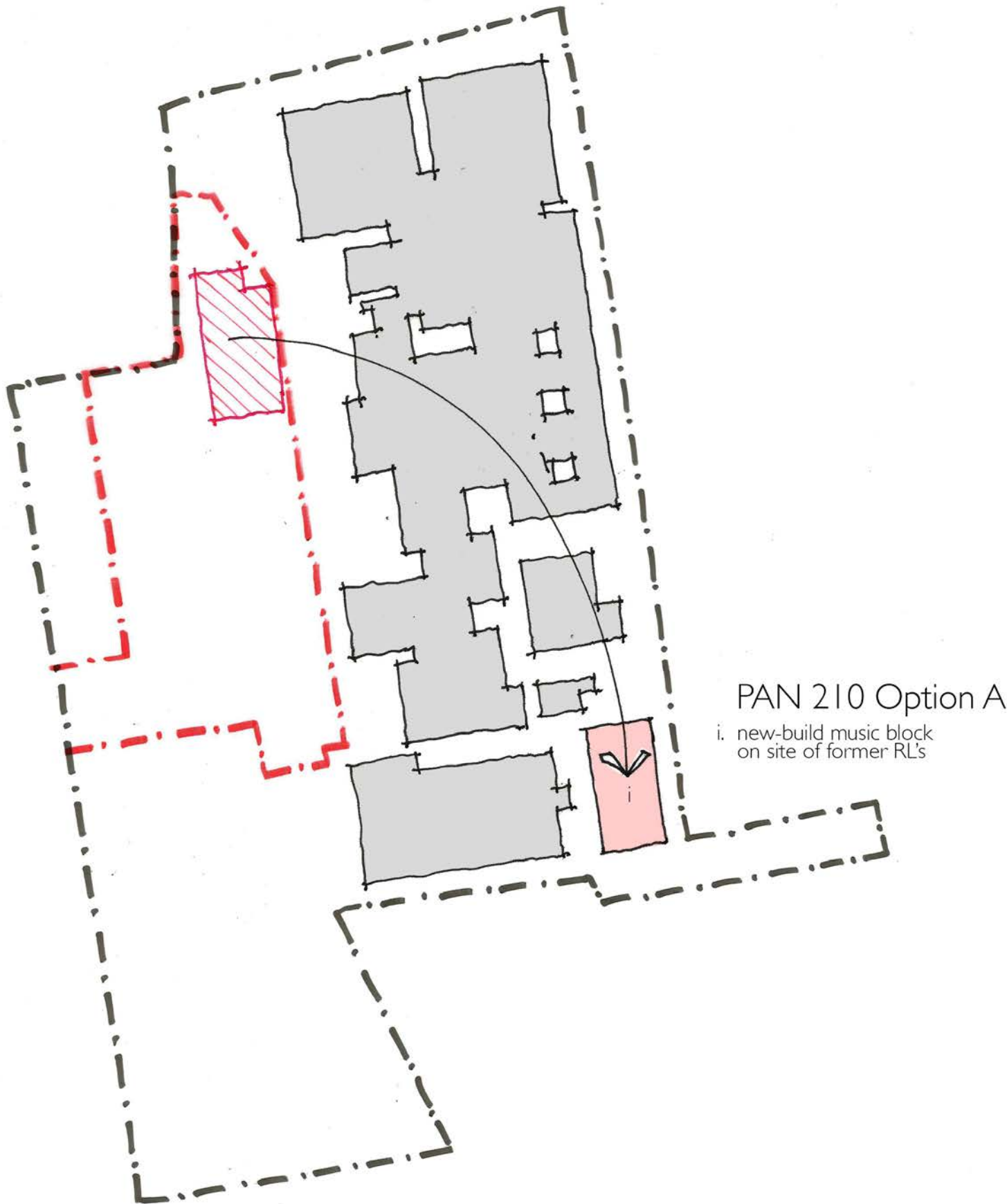


Block L - First Floor









St Edward's Academy  
Music Suite Schedule of Accommodation  
Version 1.0

Room No.	Room Type	Room Function	Room Area	PAN210/300 6th form		PAN210/240 6th form	
				No. of Rooms	Area	No. of Rooms	Area
Music Teaching Spaces	Teaching	Music Classroom	62	3	186	2	124
Total no. of Rooms	Category Total Area (m2)			3	186	2	124
Learning Resource Areas	Resource	Music Practice	8	8	64	5	40
	Resource	Extensive Music Practice	16	1	16	1	16
	Resource	Control Room	7	1	6	1	6
Total No. of Rooms	Category Total Area (m2)			10	86	7	62
Staff & Admin Areas	Office	Staff Work	7	1	7	1	7
Total No. of Rooms	Category Total Area (m2)			1	7	1	7
Storage	Storage	classroom Store	5	1	5	1	5
		Instrument Store	5	1	5	1	5
	Category Total Area (m2)			2	10	2	10
Total Net Area				289		203	
Non-net Area	Non-net	AWC	3	1	3	1	3
	Non-net	Plant @ 1.6% of Net	1.60%		5		3
	Non-net	Hub Room	4	1	4	1	4
	Non-net	Circulation @ 26.1% of Net	26.10%		75		53
	Non-net	Partitions @ 4.1% of Net	4.10%		12		8
	Category Total Area (m2)			99		72	
Gross Internal Floor Area (m2)				388		275	

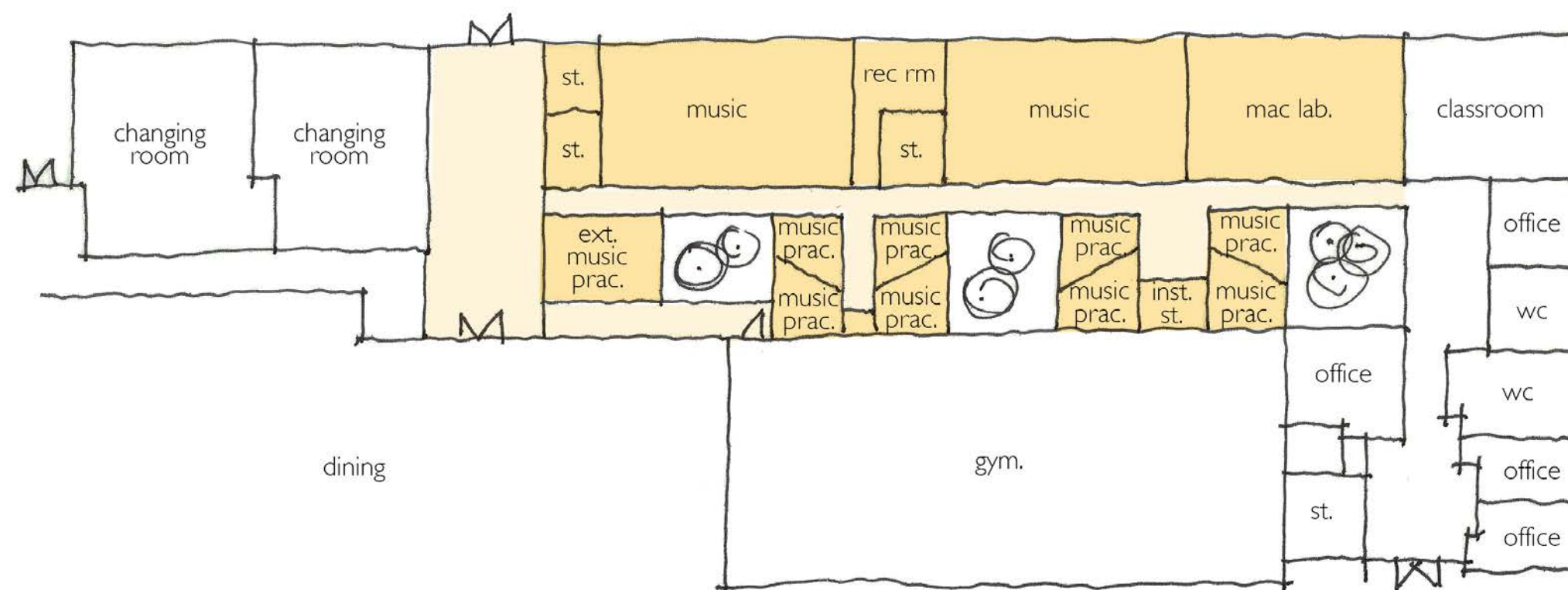


PAN 210 Option B  
(masterplan-dependent)

- i. music moves to 6th form centre
- ii. 6th form move to 'quad'
- iii. subsequent moves deliver masterplan



# Block A 6th Form Centre





FORMER CLASSROOM BLOCK  
LOCATION USED FOR NEW  
MUSIC BLOCK

BLOCK B - MUSIC



St Edward's School - Satellite view southwest  
Proposed SEND School boundary in red





View southeast of 'A' Block from Music Block



Music Block view south



Music block view north



View southeast of 'A' Block and Music Block from car park



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Friday, March 15, 2019 at 3:38:57 PM Greenwich Mean Time

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**Subject:** RE: Proposed SEND School at St Edward's School, Romford.  
**Date:** Friday, 15 March 2019 at 09:16:48 Greenwich Mean Time  
**From:** Simon Thelwell  
**To:** matthew tabram  
**CC:** Pooneeta Mahadeo, Trevor Cook, 2042\_ST EDWARDS, Mark Philpotts  
**Attachments:** image001.png, image002.png

Dear Matthew

I can't see that there would be an in principle issue with the proposed new school at this point.

Some points to consider:

- Any proposal in terms of layout and building detail should achieve a satisfactory high quality design (required by National Planning Policy). The need for a robust high quality building, suitable landscaping and use of durable materials should be factored in at the feasibility stage.
- Please undertake a survey of any nearby trees – any good quality trees should be retained and we need to be satisfied that they will not be affected by any new development
- Archaeological investigation may be required and this should be factored into any feasibility.
- Mark will comment further, but the number of parking spaces should reflect staff numbers and impact of measures to reduce travel by private vehicle (a travel plan with targets will be required)

Thanks

Simon

**Simon Thelwell | Planning Manager, Projects and Regulation**

London Borough of Havering | Planning  
Mercury House, Mercury Gardens, Romford, RM1 3SL

**t** 01708 432685

**e** [simon.thelwell@haverling.gov.uk](mailto:simon.thelwell@haverling.gov.uk)

**w** [www.haverling.gov.uk](http://www.haverling.gov.uk)

**text relay** 18001 01708 432685

42.0

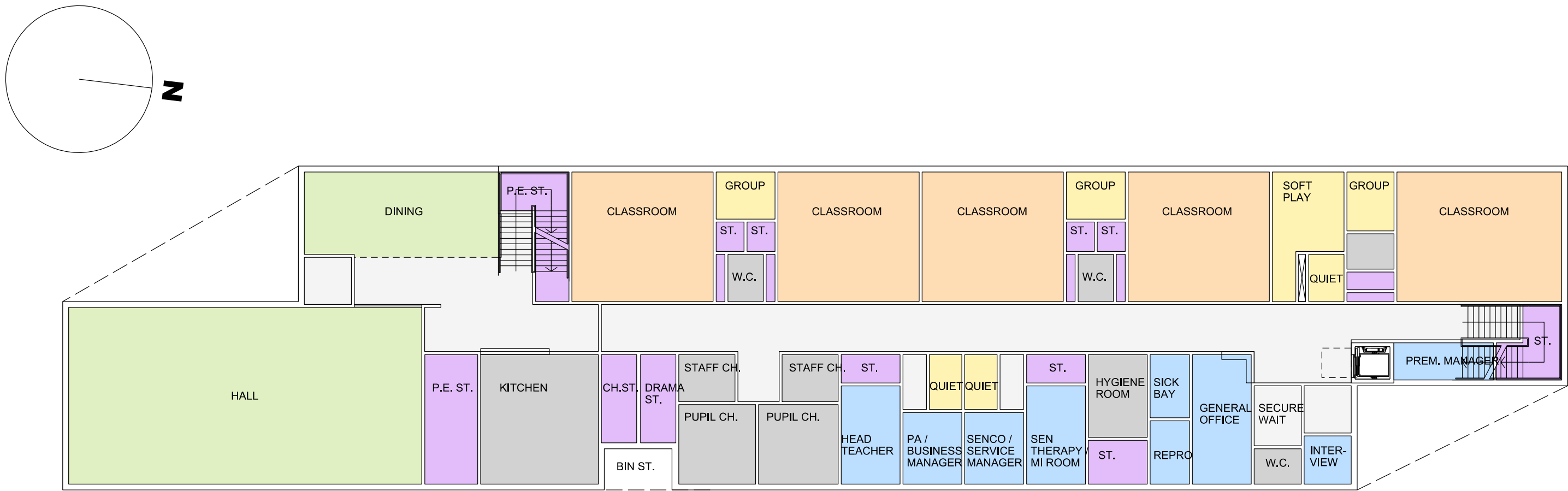
Schedule of Accommodation - Havering SEND 60 place ASD/SEMH School

Student Age Range - R-KS4  
Staff number estimated at 30-40  
ESFA Initial GIFA - 1946m2  
BB104 GIFA Range - Ambulant Special School with Secondary Age Pupils - 1920m2 to 2240m2

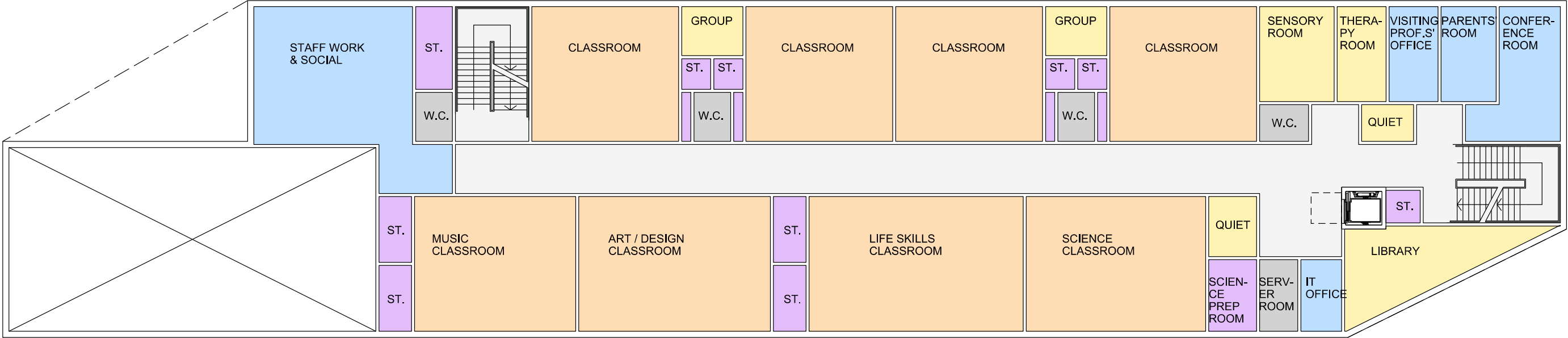
Havering ASD/SEMH School

60 Place SEMH/ASD School	ESFA Initial SoA (BB104)			sixfootstudio Adapted SoA (BB104)					
	Area	No. of Rooms	Subtotal Area	Area	No. Per Room	No. of Rooms	GIFA	Variance to ESFA SoA	Options / Comments
	m2		m2	m2			m2	m2	
General Teaching Spaces									
Reception SEMH / ASD	55	1	55	48	4	1	48	-7	
KS1 SEMH	48	1	48	48	8	1	48	0	
ASD	48	1	48	48	6	1	48	0	
KS2 SEMH	48	1	48	48	8	1	48	0	
ASD	48	1	48	48	6	1	48	0	
KS3 SEMH	48	1	48	48	8	1	48	0	
ASD	48	1	48	48	6	1	48	0	
KS4 SEMH	48	1	48	48	8	1	48	0	
ASD	48	1	48	48	6	1	48	0	
Specialist Teaching Spaces									
Primary Food Room	27	1	27	27	4	0	0	-27	
Primary Music			0						
Secondary Food / Life Skills	69	1	69	69	8	1	69	0	
Secondary Art	69	1	69	52	8	1	52	-17	
Secondary Design				62	8	1	62	62	
Secondary Science	58	1	58	58	8	1	58	0	
Subtotal Area			662				673	11	
Large Spaces									
Hall	180	1	180	159	80	1	159	-21	
Dining Hall	45	1	45	45	28	1	45	0	
Subtotal Area			225				204	-21	
Learning Resource Areas									
Primary Library	12	0	0	16		1	16	16	
Secondary Library	15	1	15	16		1	16	1	
SEN & Support Spaces									
SEN Therapy / MI	12	1	12	15	2	1	15	3	
Small Group Room Primary	10	3	30	7	2	3	21	-9	
Small Group Room Secondary	10	3	30	7	2	3	21	-9	
Calm Room	7	4	28	7	1	4	28	0	
Therapy Room	12	1	12	12	4	1	12	0	
Soft Play Room	20	1	20	20	4	1	20	0	
Sensory Room	18	1	18	16	2	1	16	-2	
Subtotal Area			165				165	0	
Staff & Admin Areas									
Conference / Meeting Room / Training	16	1	16	16	8	1	16	0	
Staff Social Room (inc Kitchenette)	44	1	44	40	22.5	1	40	-4	
Staff Work Room				21	9	1	21	21	
Admin Suite									
Head Teacher's Office	15	1	15	15	5	1	15	0	
Senior Leadership Team				9	1	2	18	18	
Reprographics	6	1	6	6	1	1	6	0	
General Office	20	1	20	20	4	1	20	0	
Parents Room	12	1	12	12	5	1	12	0	
Secure Reception Area	1	1	1	6	4	1	6	5	
Interview Room	12	1	12	6	3	1	6	-6	
Sick Room	6	1	6	6	1	1	6	0	
Offices									
1 Person (PA/Business Manager)	7	1	7	7	1	1	7	0	

1 Person / Meeting (VP)	9	1	9	11	2	1	11	2
SENCo / Learning Support	11	1	11	11	4	1	11	0
ICT Tech	11	1	11	8	2	1	8	-3
PM	11	1	11	8	2	1	8	-3
Subtotal Area			181				211	30
Storage								
Teaching Storage								
General Teaching	2	9	18	2		9	18	0
Science Prep	8	1	8	8		1	8	0
Food Store	5	1	5	5		1	5	0
Specialist Store (Art)	5	1	5	5		1	5	0
Specialist Store (Design)				8		1	8	8
Music Store	5	1	5	5		1	5	0
Drama Store	8	1	8	8		1	8	0
Library Store	3	1	3	3		1	3	0
SEN Store	3	1	3	3		1	3	0
PE Store	18	1	18	18		1	18	0
PE Store (external)	8	1	8	8		1	8	0
Non-teaching Storage								
Chair Store	8	1	8	8		1	8	0
General Store (Central Stock)	4	1	4	4		1	4	0
Secure/Exam/Archive Store	8	1	8	8		1	8	0
Wheelchair / Appliance Bay	1.5	2	3	1.5		3	4.5	0
Personal Storage	1	9	9	1		9	9	0
Cleaner's Store	1.5	2	3	1.5		3	4.5	0
General Store (Maintenance)	8	1	8	8		1	8	0
Subtotal Area			124				135	8
Total Net Area			1357				1388	31
Non-net Area								
Kitchen Prep & Serv	40	1	40	40		1	40	
PE Changing	16	2	32	16		2	32	0
Accessible/Staff Changing & Lockers	6	2	12	6		2	12	0
Hygiene Room	12	1	12	12		1	12	0
Reception Class WCs			0	3		1	3	6 1 WCs (unisex) inc handwash
Primary WCs	3	3	9	3		3	9	-3 2 WCs (1 male, 1 female) inc handwash
Secondary WCs	3	3	9	3		3	9	-3 2 WCs (1 male, 1 female) inc handwash
Accessible WCs	3.5	2	7	4		2	8	1 1 for staff, visitors ground, 1 for all first
Staff WCs	3	3	9	3		3	9	-3 4 inc. 2 no. accessible counted as staff
Plant (inc. ICT Hubs & Risers)	2.50%		34				35	2.5% of Total Net Area
Server Room	7.5	1	7.5	7.5		1	7.5	
Circulation	27%		366				375	27% of Total Net Area
Circulation associated with 3 level build	4.5%		61				62	4.5% of Total Net Area
Partitions	4%		54				56	4% of Total Net Area
Total Non-net Area			652.49				669	16
Total Gross Area			2009.49				2057	47







45.0

Music Suite - Feasibility Estimate - 388m2 Option

St Edwards School - Music Suite - Feasability Estimate 388m2 option						Professional Fees @ 18%	127,800.00
						VAT @ 20%	167,560.00
Elements	Description	Qty	Unit	rate	Total	Total Project Cost	388 m225901,005,000.00
Demo	No works				Excl.	<b>Excludes:</b> Any fittings (shelves, hooks, benches, lockers , etc.) comfort cooling or mechanical ventilation Utilities (upgrading mains or any statutory utility Active AV and ICT (computers, smart boards, speakers, projectors and the like) Contingency ( at this stage approx. 15%) Contingency ( at this stage approx. 15% is appropriate) Only information used was a schedule of area and discussion with Six Foot Studio (no measure of any drawings was undertaken)	
Sub structure	strip foundation to perimeter and cross foundations (say 1.5 x .6)	116	m	200	23,200.00		
Floor	Suspended beam and block & screed	388	m2	110	42,680.00		
Roof	Timber structure, with bitumen roof	388	m2	160	62,080.00		
	Rainwater disposal	388	m2	8	3,104.00		
External wall	Brick cavity walls	320	m2	310	99,200.00		
Windows	Aluminium windows (say 25%)	80	m2	500	40,000.00		
	Blinds to all windows	80	m2	110	8,800.00		
	2 sets of external doors	2	nr	1800	3,600.00		
	plant room door	1	nr	1500	1,500.00		
Internal walls	metal stud walls , double lined - staggered	348	m2	90	31,320.00		
doors	Internal doors	10	nr	1000	10,000.00		
	Double doors	2	nr	2000	4,000.00		
Wall finish	Plaster & paint to perimeter walls	320	m2	30	9,600.00		
	Paint to rest of walls	696	m2	10	6,960.00		
	Acoustic baffles, say 20% of surface area	203.2	m2	175	35,560.00		
	Tiles to toilets	20	m2	80	1,600.00		
Floor finish	Carpet to all dry areas	388	m2	35	13,580.00		
	Tiles to toilets	10	m2	60	600.00		
	skirting's	348	m	15	5,220.00		
Ceilings	Plasterboard ceilings	388	m2	60	23,280.00		
	Rafts say 15%	58.2	m2	225	13,095.00		
Fittings	?						
M&E	Basic heating and electrics , extract to toilets only.	388	m2	380	147,440.00		
	Sanitary ware (say 3nr toilets)	1	item	6000	6,000.00		
	Data (say 25 points) and a further 10 data points for AV	35	nr	100	3,500.00		
External works	Hard landscaping to access (2x 10m2)	20	m2	200	4,000.00		
Drainage	Below ground only	388	m2	15	5,820.00		
Preliminaries	Assume 26 week programme	26	nr	4000	104,000.00		
Construction Cost		388	m2	1830	710,000.00		

St Edwards School - Music Suite - Feasability Estimate  
(275m2 Option)

**Excludes:**

Any fittings (shelves, hooks, benches, lockers , etc.)  
comfort cooling or mechanical ventilation  
Utilities (upgrading mains or any statutory utility payments  
Active AV and ICT (computers, smart boards, speakers, projectors and the like)  
Contingency ( at this stage approx. 15% is appropriate)  
Only information used was a schedule of area and discussion with Six Foot Studio (no measure of any drawings was undertaken)

Elements	Description	Qty	Unit	rate	Total
Demo	No works				Excl.
Sub structure	Strip foundation to perimeter and cross foundations (say 1.5 x .6)	96	m	200	19,200.00
Floor	Suspended beam and block & screed	275	m2	110	30,250.00
Roof	Timber structure, with bitumen roof	275	m2	160	44,000.00
	Rainwater disposal	275	m2	8	2,200.00
External wall	Brick cavity walls	264	m2	310	81,840.00
Windows	Aluminium windows (say 25%)	66	m2	500	33,000.00
	Blinds to all windows	66	m2	110	7,260.00
	2 sets of external doors	2	nr	1800	3,600.00
	plant room door	1	nr	1500	1,500.00
Internal walls	metal stud walls , double lined - staggered	243	m2	90	21,870.00
doors	Internal doors - single doors	10	nr	1000	10,000.00
	Double doors	2	nr	2000	4,000.00
Wall finish	Plaster & paint to perimeter walls	264	m2	30	7,920.00
	Paint to rest of walls	486	m2	10	4,860.00
	Acoustic baffles, say 20% of surface area	150	m2	175	26,250.00
	Tiles to toilets	14	m2	80	1,120.00
Floor finish	Carpet to all dry areas (supply £25/m2)	275	m2	35	9,625.00
	Tiles to toilets	7	m2	60	420.00
	skirting's	258	m	15	3,870.00
Ceilings	Plasterboard ceilings	275	m2	60	16,500.00
	Rafts say 15%	41.25	m2	225	9,281.25
Fittings	?				
M&E	Basic heating and electrics , extract to toilets only.	275	m2	420	115,500.00
	Sanitary ware (say 2nr toilets)	1	item	4000	4,000.00
	Data (say 20 points) and a further 7 data points for AV	27	nr	100	2,700.00
External works	Hard landscaping to access (2x 10m2)	20	m2	200	4,000.00
Drainage	Below ground only	275	m2	15	4,125.00
Preliminaries	Assume 26 week programme	26	nr	4000	104,000.00
Construction Total		275	m2	2084	573,000.00
	Professional Fees @ 18%				103,140.00
	VAT @ 20%				135,228.00
Total Project Cost		275	m2	2949	811,000.00



## Fit-for-purpose criteria

The 'fit-for-purpose criteria' will help to ensure that the policy or strategy is clear about the outcomes it should achieve and how this will be implemented. To do this effectively the policy or strategy must support the work of the Council and its overall direction and vision in the Corporate Plan. It must be easy to understand and accessible to the people who will need to use it.

The following is some criteria to help you think through whether a policy and strategy is fit-for-purpose:

- Is it clear which Head of Service and/or Group Director is responsible for managing the policy or strategy?
- Is there a clear Policy or Strategy Lead responsible for its development, implementation and review?
- Is it clear what outcomes are intended to be achieved and how it supports the overall direction and vision of the Council?
- Are links to other relevant policy or strategy transparent, so it 'fits in with' the overall direction of the Council and avoids contradictory messages?
- Does it take account of existing or new statutory duty, legislation or guidance relevant to the particular subject matter?
- Does it take account of the wider picture relevant to the particular subject matter?
- What impact assessments need to be carried out, including an Equality Impact Assessment?
- What are the sources of best practice and guidance?
- Is it written in a clear, coherent and succinct style that is easy to follow?
- Does it draw on a quality and relevant evidence base to support assertions?
- Has development been shaped by the involvement and consultation of a range of internal and external stakeholders?
- Is it clear how staff and stakeholders will be kept updated during the development of the policy or strategy?
- Is there a communication plan outlining how the policy or strategy will be disseminated and implemented?

## Appendix 3: Strategy template

The following template sets out the key headings and a description of the content that should be included in a strategy. The template is similar to that of a policy, with the key difference being the provision of detailed information on '*where you are now*', '*where you want to be*' and '*how you will get there*'. The strategy should outline a plan of action either incorporated within the text of the document or as a separate action plan as an appendix.

# SEND Strategy Refresh

[Choose a title that it is simple and clearly conveys the strategy's content.]

V0.1



## Document Control

[This should include document details, version history, approval history, and equality impact assessment record.]

### Document details

<b>Name</b>	<i>SEND Strategy Refresh</i>
<b>Version number</b>	<i>V0.1</i>
<b>Status</b>	<i>Draft</i>
<b>Author</b>	<i>Caroline Penfold</i>
<b>Lead officer</b>	<i>Emma Ferrey</i>
<b>Approved by</b>	<i>Cabinet</i>
<b>Review date</b>	<i>October 2018</i>
<b>Supersedes</b>	<i>SEND Strategy 2015-19 and Post-16 SEND Strategy 2013-15</i>
<b>Target audience</b>	<i>Children's &amp; Adults' Services Staff</i>
<b>Related to</b>	

### Version history

<b>Version</b>	<b>Status</b>	<b>Date</b>	<b>Dissemination/Change</b>
<b>V0.1</b>	<i>1<sup>st</sup> draft</i>	<i>22 May 2017</i>	<i>Schools via e-bulletin, schools' focus group, post-16 focus group, parents' consultation, children and young people consultation.</i>
<b>V0.2</b>			

### Approval history

<b>Version</b>	<b>Status</b>	<b>Date</b>	<b>Approved by</b>

### Equality Impact Assessment record

<b>Date</b>	<b>Completed by</b>	<b>Review date</b>
<b>May 2017</b>	<b>Pooneeta Mahadeo/ Emma Ferrey</b>	<b>October 2018</b>

# Contents

## Data:

- The range of SEND, recent trends and likely changes in the future
- Effectiveness of current provision in supporting children and young people with SEND
- Effectiveness of current provision in preparing children and young people for adult life
- The range of SEND which would be met generally by mainstream providers
- The range of SEND which would be met generally by specialist providers
- The range of SEND which would be met generally by highly specialised providers

Addressing gaps in provision

Allocating resources to deliver provision

Support for mainstream schools in meeting the SEND of a wider range of pupils

Changes to the focus of existing specialist places

Creation or expansion of:

- specialist provision attached to mainstream schools
- special schools

Strategic engagement with specialist providers in the non-maintained and independent sector

Collaboration between local authorities

Value for money approaches in special schools and specialist institutions

[Page numbers are not currently available.]

## Foreword

In Havering we are committed to developing the most inclusive communities which are welcoming and supportive of all. Our aspiration is that all our children and young people have the best opportunities to achieve and fulfil their potential. For children and young people with special educational needs and disabilities (SEND) we want them to enjoy their education in the most inclusive environment possible and be supported in participating as fully as they can in the lives of their schools and local community. This will support young people to successfully transition into a productive, enjoyable and stable adult life.

## Executive summary

The Strategy will support the re-shaping of both the provision and the funding formula for support to pupils with SEND aged 0-25 years.

Re-shaping of provision will include

- Re-designating special schools where possible/ necessary to better reflect their intake
- Expanding provision in our special schools where necessary
- Develop the new free school for children and young people with SEMH (social, emotional and mental health difficulties). This would be for pupils aged from 3 – 16 years, and who are at the more complex end of the SEMH spectrum.
- Reviewing how alternative provision is provided, in line with government guidance regarding schools' responsibilities for educating excluded pupils
- Developing sufficient, high quality ARP provision (particularly important if special schools are re-designated)
- Investing in workforce training to ensure staff across all schools: mainstream, ARP and special, feel confident in supporting pupils with additional needs to achieve.

Funding formula re-calibration will include:

- Ensuring schools and academies have sufficient funding in their delegated budget to enable them to support pupils' SEND where required. A proposal to increase the hourly rate (to, for example, £14 per hour) would mean that the £6,000 buys 11 rather than 12 hours with the cost of the additional hour falling to the high needs budget. This cost would be approx. £550k.
- Additional funding to schools that take in disproportionately high numbers of children with SEN. This would be helped by implementing the point above but we would revisit the formula used in our "SEN Headroom" factor.
- Realistic and consistent funding levels for schools with ARPs, both SEN and Emotional and Behavioural (SEMH).
- A review of special school funding to include matrix levels
- Additional funding to address high needs in early years
- Monitoring of increasing costs of residential and independent school placements
- Cost of developing local provision, e.g. Corbets Tey @ The Avelon, that will eventually reduce the costs of external provision
- A review of post 16 SEN costs up to 25.

## Introduction

### Purpose

The Strategy Refresh is requested by central government as part of the consultation on funding formulas.

The Refresh provides an opportunity to reflect on what has already been delivered from the SEND Strategy, as well as its gaps, as priorities have changed and shifted.

The SEND Strategy highlighted the need for more ARPs within mainstream schools and this policy is being successfully implemented in a number of schools. However, more provision is required, both within existing categories and under new and emerging categories such as social, emotional and mental health. The strategy refresh will provide a longer term vision, incorporating the development of new, specialist provision, re-designation of special schools, increase in ARPs, workforce development to better support increasing complexity of need at all types of institution and clear, data-led analysis to bid for additional provision/ funding. All of which will enable Havering to develop provision which can meet need, is well-regarded by parents and pupils and which delivers high quality provision.

## Vision

Havering's vision is to ensure that every child and young person will go to a good or outstanding education provision, have access to the best teaching and benefit from settings and schools and other providers working in partnership with each other to share the best practice as they continue to improve.

We expect all provision to be aspirational in supporting pupils with SEND to gain appropriate qualifications, alongside building their social and employability skills, and then onto becoming an active and contributing member of their community. We want to support young people (and their parents) to aspire to a life which is as independent as possible and which includes some form of work, whatever this might look like for each young adult, depending on their need.

## Aims, objectives and outcome

[The description of the future is described in the vision; strategic aims and objectives. Define In order to achieve this vision we will:

- Re-designate special schools where possible/ necessary to better reflect their intake
- Expand provision in our special schools where necessary
- Develop a new free school for children and young people with SEMH (social, emotional and mental health difficulties). This would be for pupils aged from 3 – 16 years, and who are at the more complex end of the SEMH spectrum.
- Review how alternative provision is provided, in line with government guidance regarding schools' responsibilities for educating excluded pupils
- Develop sufficient, high quality ARP provision (particularly important if special schools are re-designated)
- Invest in workforce training to ensure staff across all schools: mainstream, ARP and special, feel confident in supporting pupils with additional needs to achieve.
- Ensure schools and academies have sufficient funding in their delegated budget to enable them to support pupils' SEND where required. A proposal to increase the hourly rate (to, for example, £14 per hour) would mean that the £6,000 buys 11 rather than 12 hours with the cost of the additional hour falling to the high needs budget. This cost would be approx. £550k.
- Re-assess additional funding to schools that take in disproportionately high numbers of children with SEN. This would be helped by implementing the point above but we would revisit the formula used in our "SEN Headroom" factor.
- Implement realistic and consistent funding levels for schools with ARPs, both SEN and Emotional and Behavioural (SEMH).
- Review special school funding to include matrix levels
- Re-assess additional funding to address high needs in early years
- Monitor of increasing costs of residential and independent school placements
- Invest to save – weighing up the cost of developing local provision, e.g. Corbets Tey @ The Avelon, that will eventually reduce the costs of external provision
- Review post 16 SEN costs up to 25.

Link to the Corporate Plan – the refresh of the strategy will support the following outcomes:

- Improve the educational attainment of all our children and young people
- Encourage residents to play an active part in their communities through volunteering
- Increase the number of residents in paid employment
- Continue to work with health partners to integrate our social care and health services to produce better outcomes for local people
- Ensure that feedback from children and their families, adults and carers is sought and acted upon in order to improve the quality of interventions
- Focus resources where they deliver best value.
- Continue to work with other boroughs in Local London to make the case for devolution and to secure better funding and resources for Havering

### Key actions

Changes will be driven through the Learning and Achievement Division, focussing on:

- workforce development
- improving data collection, consistency and usage
- better and earlier planning for increasing complexity of need and increasing numbers

A full action plan will be part of the final draft of the Strategy Refresh, available in September 2017.

### Measures of performance

These will be included in the action plan in September 2017 (see Key Actions above)

### Timescales

The Strategy will be applicable until October/ November 2022.

### Related documents

To be confirmed in draft final Strategy (available in September 2017)

### Consultation

Consultation with pupils through Advocacy for All.

Consultation with parents through Positive Parents.

Consultation with schools through survey in e-bulletin and focus group of pre-16 providers

Consultation with post-16 providers through a small focus group.

## Authorisation and communication

The strategy has been authorised by Corporate Management Team (CMT). It will be communicated to all those with a stake in it or involved in its implementation by dissemination through schools, post-16 institutions, Positive Parents, youth groups and will be available on the Local Offer website.

## Implementation and monitoring

The action plan will outline measures to monitor the successful implementation of the Strategy.

### Action plan

A full action plan will be part of the final draft of the Strategy Refresh, available in September 2017.

### Monitoring actions and performance

The implementation of the strategy and monitoring of such will sit with the SEND Board.

### Evaluation and review

The strategy will be reviewed annually via the SEND Board and through stakeholder feedback through the Local Offer.

### Further information

Further information can be sought from Trevor Cook, Caroline Penfold, David Allen or Emma Ferrey as part of the SEND Review Steering Group.

### Appendix 1: Equality Impact Assessment

[Attach the EIA carried out as part of the development of the strategy.]



# Action plan

Corporate goal and strategic outcome	Strategy objective	Project/Action	Outcome	Resources	Timescale	Lead officer	Impact on other services and organisation
<ul style="list-style-type: none"> <li>- Improve the educational attainment of all our children and young people</li> <li>- Encourage residents to play an active part in their communities through volunteering</li> <li>- Increase the number of residents in paid employment</li> <li>- Continue to work with health partners to integrate our social care and health services to produce better outcomes for local people</li> <li>- Ensure that feedback from children and their families, adults and carers is sought and acted upon in order to improve the quality of interventions</li> <li>- Focus resources where they deliver best value.</li> <li>- Continue to work with other boroughs in Local London to make the case for devolution and to secure better funding and resources for Havering</li> </ul>	<i>Pupils placed appropriately</i>	<i>Workforce development</i>	<i>Pupils gain appropriate qualifications</i>	<i>Staff in schools and colleges. Appropriate training courses/ providers.</i>	2022	<i>Lisa Harvey</i>	<i>School improvement</i>
	<i>Support young people into positive adulthood</i>	<i>Develop volunteering scheme for SEND</i>	<i>Disabled adults are an integral part of their community, improving their wellbeing</i>	<i>Havering Volunteer Centre support</i>	2018	<i>Crina Popa</i>	<i>Adults' services</i>
	<i>Prepare young people for work</i>	<i>Increase work experience opportunities</i>	<i>Disabled adults more able to participate in some kind of employment</i>	<i>Staff time to build employer relationships. Resources for job coaches</i>	2022	<i>Crina Popa</i>	<i>Adults' services</i>
	<i>Incorporate health &amp; care duties into Refresh</i>	<i>Cross-discipline working through PfA Team and others</i>	<i>CYP less likely to have severe health needs as pro-active support maintains better health</i>	<i>Sufficient health provision across ages &amp; stages Staff - to work closely together</i>	Ongoing	<i>Crina Popa/ Lisa Harvey</i>	<i>NELFT Havering CCG CAD Team Adults' services</i>
	<i>Regular evaluation of Refreshed Strategy</i>	<i>Ongoing &amp; regular meetings with parents &amp; consultation with CYP</i>	<i>Parents &amp; CYP feel listened to and provision of choice id delivered across the borough</i>	<i>Staff time to attend consultations/ meetings</i>	Ongoing	<i>Caroline Penfold/ CAD Team</i>	<i>Commissioning Team Positive Parents Advocacy for All</i>
	<i>Better planning of complexities of need across provision</i>	<i>Re-designate special schools, increase ARPs, develop workforce in mainstream</i>	<i>Clear pathways depending on levels of need whilst still allowing for parental choice</i>	<i>Resources for developing new provisions/ places &amp; improving current provision/ places</i>	Ongoing	<i>Caroline Penfold/ CAD Team/ School Provision &amp; Commissioning Team</i>	
	<i>Join up with B&amp;D and Redbridge where appropriate</i>	<i>Collaborate on SEND Review</i>	<i>Economies of scale achieved where resources can be shared.</i>	<i>Staff time to attend meetings.</i>	Ongoing	<i>Caroline Penfold</i>	

Ref.	Description	2013/14 Outturn (End-of-year)	2014/15 Target	Link to Corporate goal and Strategic outcome
<i>Identify the measures that will be used to assess progress and success; often these will take the form of performance indicators, but could also be significant outputs or benefits to be realised, etc.</i>				
	Consistent and appropriate placing of pupils from early years through to post-16	n/k	<b>n/k</b>	<b>As above</b>
	Improved data resulting in better tracking and projections	n/k	<b>n/k</b>	As above
	Fewer exclusions of SEND	n/k	<b>n/k</b>	As above

## Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	<i>Special Educational Needs and Disabilities (SEND) Strategy Review</i>
<b>Type of activity:</b>	<i>Strategy</i>
<b>Lead officer:</b>	<i>Trevor Cook, Education Provision Commissioning Manager, Children's Services</i>
<b>Approved by:</b>	<i>Tim Aldridge, Director Children's Services</i>
<b>Date completed:</b>	<i>May 2017</i>
<b>Scheduled date for review:</b>	<i>If applicable. Please provide a reason if it does not need to be reviewed</i>

The Corporate Policy & Diversity team requires **5 working days** to provide advice on EIAs.

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes / No
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	Yes / No

## 1. The EIA

### Background/context:

Over the past few years, the government has introduced a number of changes to how children and young people with special educational needs, as well as their families, are supported. The main change has been through the introduction of the Children and Families Act 2014. The Act set out to ensure that local authorities work in partnership with health, social care, schools, colleges and other key partners to ensure that children, young people and their families receive joined-up, high quality and appropriate services.

Last year, the government announced proposals to consult on how funding is given to local authorities and schools to support children and young people with SEND. As part of this, local authorities are required to refresh their SEND Strategy to ensure that it is up to date, reflects current and predicted trends, and provides clarity on how the authority expects different levels of needs to be met and where its current and future gaps in provision are.

### Havering's vision

In Havering we are committed to developing the most inclusive communities which are welcoming and supportive of all. Our aspiration is that all our children and young people have the best opportunities to achieve and fulfil their potential. For children and young people with special educational needs and disabilities (SEND) we want them to enjoy their education in the most inclusive environment possible and be supported in participating as fully as they can in the lives of their schools and local community.

Local authorities, schools and other education providers have important responsibilities for children and young people with SEN and disabilities and for those who need alternative provision, as set out in the Children and Families Act 2014.

We recognise that for these responsibilities to be discharged most effectively we have a duty to further develop our strong partnership working with all of our education providers (in particular mainstream and special schools, and alternative provision). We want to work with schools and colleges to develop a shared understanding of where different types of need are best met, and how we can support that development. This vision and shared understanding will be a key part of our published local offer of SEN provision and services.

### Proposed changes

#### *Provision:*

- Re-designating special schools where possible/ necessary to better reflect their intake
- Expanding provision in our special schools where necessary
- Develop the new free school for children and young people with SEMH (social, emotional and mental health difficulties). This would be for pupils aged from 3 – 16 years, and who are at the more complex end of the SEMH spectrum.
- Reviewing how alternative provision is provided, in line with government guidance regarding schools' responsibilities for educating excluded pupils
- Developing sufficient, high quality ARP provision (particularly important if special schools are re-designated)
- Investing in workforce training to ensure staff across all schools: mainstream, ARP and special, feel confident in supporting pupils with additional needs to achieve.

#### *Funding:*

- Ensuring schools and academies have sufficient funding in their delegated budget to enable them to support pupils' SEND where required.
- Funding to schools that recognises those that take in disproportionately high numbers of children with SEN.

- Realistic and consistent funding levels for schools with ARPs, both SEN and Emotional and Behavioural (SEMH).
- A review of special school funding to include matrix levels
- Additional funding to address high needs in early years
- Monitoring of increasing costs of residential and independent school placements
- Cost of developing local provision, e.g. Corbets Tey @ The Avelon, that will eventually reduce the costs of external provision
- A review of post 16 SEN costs up to 25.

*\*Expand box as required*

### Age: Consider the full range of age groups

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b> <i>The commissioning of this special free school is part of the programme arising out of the SEND strategy review which seeks to ensure that all children have their special educational needs met as appropriately as possible irrespective of their age. The special free school would impact positively on all children identified with Communication and Interaction, Social, Emotional and Mental Health needs.</i>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

### Evidence:

Our best measure of the prevalence of SEND amongst younger children is the number of children known to the 0-5 Children and Disabilities (CAD) team. There were 372 children in 2015, up from 164 in 2014 and 138 in 2013. The great majority of referrals and most of the growth in referrals relate to communication and interaction issues

Currently, there are more than 3400 children with SEND in Havering schools. It's likely that around 1 in 10 children in Havering aged 5 to 16 years (3,093 children) currently have a mental health disorder. This figure can be broken down as follows:

- ☐ 3.5% (1,194) have emotional disorders such as phobias, anxiety, OCD
- ☐ 5.5% (1,862) have conduct disorders such as aggression and vandalism
- ☐ 1.5% (505) have hyperkinetic disorders including hyperactivity and ADHD

### Sources used:

- Havering Data Intelligence Hub- Special Educational Needs and Disability (SEND) Needs Assessment –Deep dive for 2016/17.

### Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b> <i>As part of the council's SEND review and the wider development in creating an inclusive environment better able to meet the needs of vulnerable children is the improvement of the infrastructure when expanding or creating new additional resource provision for SEN pupils. The overall impact is therefore positive as the commissioning of this special free school will enable this. The new premises will be DDA compliant and will cater for the full range of conditions with an improved disability access, facilities and specially resourced areas that will provide the appropriate levels support needed.</i>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

<p><b>Evidence:</b></p> <p>The total number of pupils with statements or EHC plans attending mainstream primary and secondary schools is projected to increase from 639 in 2015/16 to 771 in 2020/21 (21% increase). The highest increase is in Communication and Interaction needs.</p> <p>As part of the council's school expansion programme, capital money has been invested and used to improve the provision at 2 of our additionally resourced provisions and the establishment of a new unit in one of our primary schools.</p>
<p><b>Sources used:</b></p> <ul style="list-style-type: none"> <li>• Havering's Commissioning Plan for Education Provision 2015/16 – 2019/20</li> <li>• Havering School Planning data pack 2016/17</li> </ul>

<b>Sex/gender:</b> Consider both men and women		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>Overall, the commissioning of this Special free school will impact equally upon all the children with Communication and Interaction, Social, Emotional and Mental Health needs, although national trends indicate that more than two-thirds of children with SEND are male.</i>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> About 120 boys and 50 girls are identified with SEND in Year Reception. The number of children with SEND in each year group then increases to around 230 boys and 100 girls in Year 2 to Year 6 and thereafter slowly decreases to 160 boys and 70 girls in Year 11. However, very few children with SEND are formally recorded as such before they enter school.		
<b>Sources used:</b> <ul style="list-style-type: none"><li>• Havering Data Intelligence Hub- Special Educational Needs and Disability (SEND) Needs Assessment –Deep dive for 2016/17.</li><li>• Office for National Statistics (ONS)</li></ul>		

<b>Ethnicity/race:</b> Consider the impact on different ethnic groups and nationalities		
Please tick (✓) the relevant box:		<p><b>Overall impact:</b></p> <p><i>The new special free school will impact positively on all children with Communication and Interaction, Social, Emotional and Mental Health needs, their parents and carers in line with the proportion of their ethnic group in the population as a whole.</i></p>
Positive	✓	
Neutral		
Negative		



<p><b>Evidence:</b></p> <p>The growing number of Asian/Black/Mixed pupils holding statements reflects the changing ethnic diversity of the Borough. The number of Asian/Black or Black British children receiving SEN support is increasing but the proportion is still low in comparison to pupils in mixed or white British ethnic groups. This may be a cultural artefact whereby Asian/ Black families are less willing to have their children 'labelled' as having special educational needs.</p> <p>Interestingly, Black or Black British children who have been identified as having special educational needs are more likely to have been issued a Statement historically. The data showing the awarding of an Education, Health and care Plan shows no significant difference so far.</p>
<p><b>Sources used:</b></p> <ul style="list-style-type: none"> <li>• Havering Data Intelligence Hub- Special Educational Needs and Disability (SEND) Needs Assessment –Deep dive for 2016/17.</li> <li>• School Census January 2016</li> </ul>

<p><b>Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief</p>		
<p>Please tick (✓) the relevant box:</p>		<p><b>Overall impact:</b></p> <p><i>The overall impact is neutral. The SEN strategy review which has identified as a priority, the need to commission a provision that will meet the demand of pupils with Communication and Interaction, Social, Emotional and Mental Health need. It also seeks to ensure that the special educational needs of all pupils will be met irrespective of their religious belief or none.</i></p>
Positive	✓	
Neutral		
Negative		
<p><b>Evidence:</b></p>		
<p><b>Sources used:</b></p>		

<p><b>Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual</p>		
<p>Please tick (✓) the relevant box:</p>		<p><b>Overall impact:</b></p> <p><i>The overall impact is neutral. The SEN strategy review which has identified as a priority, the need to commission a provision that will meet the demand for pupils with Communication and Interaction, Social, Emotional and Mental Health need. It also seeks to ensure that the special educational needs of all pupils will be met irrespective of their sexual orientation.</i></p>
Positive		
Neutral	✓	
Negative		
<p><b>Evidence:</b></p>		

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<b>Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b> <i>The overall impact is neutral. The SEN strategy review which has identified as a priority, the need to commission a provision that will meet the demand for pupils with Communication and Interaction, Social, Emotional and Mental Health need. It also seeks to ensure that the special educational needs of all pupils will be met irrespective of their previous or current gender identity.</i>
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	
<b>Evidence:</b>  The impact on gender reassignment is unknown as this data is not recorded.	
<b>Sources used:</b>	

<b>Marriage/civil partnership:</b> Consider people in a marriage or civil partnership	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b> <i>The overall impact is neutral. The SEN strategy review which has identified as a priority, the need to commission a provision that will meet the demand for pupils with Communication and Interaction, Social, Emotional and Mental Health need. It also seeks to ensure that the special educational needs of all pupils will be met.</i>
<b>Positive</b>	
<b>Neutral</b>	
<b>Negative</b>	
<b>Evidence:</b>  	
<b>Sources used:</b>	

<b>Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b> <i>The overall impact is for this group is neutral. The SEN strategy review which has identified as a priority, the need to commission a provision that will meet</i>
<b>Positive</b>	

Neutral	√	<i>the demand for pupils with Communication and Interaction, Social, Emotional and Mental Health need. It also seeks to ensure that the special educational needs of all pupils will be met.</i>
Negative		
Evidence:		
Sources used:		

<b>Socio-economic status:</b> Consider those who are from low income or financially excluded backgrounds		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b> <i>The overall impact is positive for children who are from low income or financially excluded backgrounds. The strategy review has identified the need for targeted support for these pupils. Their rate of learning will improve as focus shifts to prevention and early intervention by the commissioning of this specialist provision as it will in addition; address the risk factors for SEND pupils with Communication and Interaction, Social, Emotional and Mental Health needs.</i>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		
<b>Evidence:</b> A report published by Joseph Rowntree Foundation that poverty is both a cause and an effect of SEND and makes a series of recommendations, including the need to prioritise SEND by Policy-makers, school and early years leaders. 1 in 5 children in Havering live in poverty and the prevalence of SEND is highest in those areas with the highest levels of deprivation when compared with the more affluent areas.		
<b>Sources used:</b> <ul style="list-style-type: none"><li>• Havering Data Intelligence Hub- Special Educational Needs and Disability (SEND) Needs Assessment –Deep dive for 2016/17.</li><li>• Joseph Rowntree Foundation, Special educational needs and their links to poverty, 2016.</li></ul>		

## Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer

\* You should include details of any future consultations you will undertake to mitigate negative impacts

\*\* Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## Review

In this section you should identify how frequently the EIA will be reviewed; the date for next review; and who will be reviewing it

<b>CABINET</b>	<b>17<sup>th</sup> April 2019</b>
<b>Subject Heading:</b>	<b><i>Serious Group Violence and Knife Crime Strategy 2019 -2022</i></b>
<b>Cabinet Member:</b>	Councillor Viddy Persaud, Cabinet Member for Public Protection and Safety
<b>SLT Lead:</b>	Caroline Bruce
<b>Report Author and contact details:</b>	Chris Stannett, 01708434916 <a href="mailto:chris.stannett@havering.gov.uk">chris.stannett@havering.gov.uk</a> Dipti Patel, 01708432403 <a href="mailto:Dipti.patel@havering.gov.uk">Dipti.patel@havering.gov.uk</a>
<b>Policy context:</b>	The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annually refreshed community safety plan. Addressing serious group violence and knife crime as key priorities within the Havering Community Safety Partnership, Partnership Plan 2017/18 to 2019/20
<b>Financial summary:</b>	There are no financial implications associated with recommending the Strategy for approval. It is envisaged the strategy will be implemented within existing budgets/grant funding available. Any issues arising will be raised through the appropriate channels as needs arise.
<b>Is this a Key Decision?</b>	Significant effect on two or more Wards
<b>When should this matter be reviewed?</b>	April 2020
<b>Reviewing OSC:</b>	Crime and Disorder Overview & Scrutiny

**The subject matter of this report deals with the following Council Objectives**

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input checked="" type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

## SUMMARY

The Serious Group Violence and Knife Crime strategy focuses on tackling knife crime and gangs; early intervention for those on the periphery of crime; and safeguarding our young people (from exploitation & county lines<sup>1</sup>) over the next 3 years.

## RECOMMENDATIONS

That the Cabinet approve the Serious Group Violence and Knife Crime Action Plan 2019-2022.

## REPORT DETAIL

1. The Strategy sets out the London Borough of Havering's plan to address Serious Group Violence and Knife Crime over the next four years.
2. The Strategy not only takes into account the local picture for Havering, but it also links closely with the Mayor of London's 2017-2021 Police and Crime Plan, the Mayor's 2017 Knife Crime Strategy and the Home Office report on Ending Gang Violence and Exploitation 2016.

### 3. Main strategic ambitions focus on:

- 3.1. **Tackling knife crime and gangs** – The Mayor of London makes it clear that it is too easy for young people to get hold of knives, even with restrictions on their sale. One of the first steps to preventing violence is to take knives off our streets and have tougher penalties to act as a deterrent for those who break the rules. He also makes it clear that tackling gangs requires a partnership approach between local authorities, schools, youth services and the police. For some communities, gang activity and the related threat of violence is a daily occurrence. Going forward it is key to provide positive alternatives and exposing the damage that gangs do to gang members and society.
- 3.2. **Early intervention for those on the periphery of crime**– This is not about creating soft justice for young people, but rather it is about delivering smart justice, reducing crime by recognising and dealing with the needs and the circumstances of particular young people that can lead to them offending. Working with employers to improve pathways into apprenticeships and

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<sup>1</sup> Using mobile phone lines to facilitate drug orders and supply to users. Involves crossing borough/ county borders



jobs, and finding effective alternatives to custody will be key over the next four years.

- 3.3. Protecting and safeguarding our children (from exploitation & county lines)** - The Mayor of London points out that too many children are born into violent and abusive households, into communities damaged by crime and antisocial behaviour (ASB), into chaotic families affected by drugs and alcohol abuse. Further to this the Home Office highlighted the exploitation of vulnerable people by hard core gang members to sell drugs through county lines as an issue that needs addressing. It is imperative that councils and partners get the basics of child protection right so that we can improve our performance on keeping London's children safe.

#### **4. Key Actions**

- 4.1. The key actions of this strategy are included in the action plan which focuses on:
- 4.1.1. Prevention - The purpose of prevention is to reduce the flow of young people who become involved in knife crime, serious youth violence and offending groups. Although it is impossible to assess the impact of prevention, it is important that we attempt to deglamourize the culture associated with serious youth violence as early as possible to either deter future involvement, or to identify those likely to engage in future criminal activity and violence.
  - 4.1.2. Intervention- The purpose of intervention is to deter and divert young people from carrying knives or thinking of carrying knives, or on the periphery of serious youth and group violence.
  - 4.1.3. Enforcement- Enforcement should be the last resort, when intervention has proved ineffective. Suppression and enforcement should be used to deal with the most criminally active young people who pose a risk to others or themselves. Selecting an individual for enforcement, intensive monitoring and targeting by police and prosecutors should not be permanent or indefinite. The most successful enforcement would be that which influences the offender to stop carrying a weapon, stop offending, and take up offers of intervention.
  - 4.1.4. Intelligence & Information sharing- Multi-Agency information sharing to ensure work around gangs, serious group violence and knife crime is appropriately targeted and as accurate as possible. It will also make sure the most suitable and appropriate responses are identified for individuals who are being risk managed.
  - 4.1.5. Further information on the types of prevention, intervention, enforcement, intelligence and information sharing can be found in the Strategy at Appendix 1.

## **5. Measures of performance**

- 5.1. The key performance measure will be a reduction in the volume of serious youth violence victims and most serious weapon enabled violent crimes reported to police and responded to by the London Ambulance Service in Havering; and a cumulative reduction in proven offending by those individuals being worked with through the East Area Gangs Unit and the Serious Group Violence panel in Havering.

## **6. Authorisation and communication**

- 6.1. The strategy will be endorsed and approved by the Havering Community Safety Partnership. The Community Safety and Development Team will take a coordinating lead in implementing the Strategy, as recommended by the Home Office Ending Gangs and Youth Violence strategic documents.

## **7. Implementation and Monitoring**

- 7.1. The Serious Group Violence and Knife Crime Strategy will be implemented and monitored through the existing Havering Community Safety Partnership structure and delivery model.

## **8. Evaluation and review**

- 8.1. The Serious Group Violence and Knife Crime Strategy and associated action plan will be monitored and reported to the Havering Community Safety Partnership on a quarterly basis
- 8.2. A full in-depth evaluation and review will be completed in the final year of the Strategy.
- 8.3. Due to the changes to policing, public sector services and a changing demographic, consideration should be given to re-conducting another peer review within the next 4 years. This could be done either by approaching the Home Office or by working with our partner boroughs to run our own review as a form of good practice.

## **REASONS AND OPTIONS**

9. The Council and other statutory partners have a responsibility under the Crime and Disorder Act 1998 to address crime and disorder within the borough.

## **10. Reasons for the decision:**

- 10.1. Nationally, the serious group violence and knife crime agenda is led by the Home Office in conjunction with a number of key partners such as the

Police and the National Crime Agency (NCA). This agenda is being supported and pushed forward by the Mayor of London.

10.2. The key objectives are to:

- Reduce violence including gun and knife crime
- Protect vulnerable individuals from violence and exploitation by gangs

10.3. The cross-government Ending Gang and Youth Violence (EGYV) report was first published in November 2011, this was as a direct result of the riots in August 2011 which took place across a number of London boroughs and in cities and towns across England. This has now evolved to the Ending Gang Violence and Exploitation programme in order to more accurately reflect the national picture.

10.4. This Serious Group Violence Strategy 2018-2021 is produced by Havering Council on behalf of the Havering Community Safety Partnership. It sets out the plans and actions that the partnership aspires to as a result of the annual Strategic Assessment, which is an analysis of the crime and disorder trends in Havering over the last twelve months. The Strategy also ensures that we are compliant with the Government agenda and that we maximise all available resources available to the Borough to target and support individuals caught up in serious group violence and knife crime.

10.5. The aim of this three year strategy is to proactively tackle knife crime and gangs in Havering, provide targeted early intervention for those on the periphery of crime and to safeguard our young people from exploitation and county lines.

10.6. Other options considered:

This is the second Serious Group Violence Strategy for the Borough, however the first to include Knife Crime.

10.7. Not to develop a Strategy. This was not considered to be an option given the increasing risks and given the public interest in this important subject

10.8. This strategy will be in alignment with the Safeguarding Adolescent Strategy and multi-agency partnership approach.

10.9. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annually refreshed community safety plan. Addressing serious group violence and knife crime are key priorities within the Havering Community Safety Partnership, Partnership Plan 2017/18 to 2019/20.

## **IMPLICATIONS AND RISKS**

## **11. Financial implications and risks:**

- 11.1. There are no financial implications arising from recommending the strategy for approval and/or from its approval. Whilst implementation of the strategy will have financial implications the expectation is that this will be from within existing resources. Any issues arising would be addressed through the Councils usual budget monitoring processes.
- 11.2. Funding for serious youth violence in Havering comes from the Mayor's Office for Policing and Crime (MOPAC) through the London Crime Prevention Fund (LCPF). A new system has been introduced where boroughs receive a committed allocated amount of funding on a 2 yearly basis. £114,000 per year was allocated for 2017/2018 and 2018/2019. Continued funding for projects has provisionally been confirmed for 2019-21.
- 11.3. Any funding received will be governed and coordinated by the Community Safety Partnership via the Serious Group Violence Panel.

## **12. Legal implications and risks:**

- 12.1. This Strategy forms part of the suite of strategies which comprise the Crime and Disorder Reduction Partnership Strategy, which is part of the Policy Framework which must be approved by full Council and is required by section 6 Crime & Disorder Act 1998
- 12.2. There are no apparent legal implications in approving the strategy.

## **13. Human Resources implications and risks:**

- 13.1. There are no HR implications in this decision.

## **14. Equalities implications and risks:**

- 14.1 The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:
  - (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
  - (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
  - (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

- 14.2 The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

<b>BACKGROUND PAPERS</b>
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- **Appendix- 1** Havering Serious Group Violence and Knife Crime Strategy 2017-2021
- **Appendix- 2** Havering Serious Group Violence and Knife Crime EIA 2017-2021
- **Appendix -3** Draft Adolescent Safeguarding Strategy

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# Serious Group Violence & Knife Crime Strategy 2019-2022

Final

# Document Control

## Document details

<b>Name</b>	Serious Group Violence and Knife Crime Strategy
<b>Version number</b>	V0.2
<b>Status</b>	FINAL
<b>Author</b>	Chris Stannett
<b>Lead Officer</b>	Diane Egan, Community Safety and Development Team Manager
<b>Approved by</b>	Havering Community Safety Partnership
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## Version history

Version	Change	Date	Dissemination
V0.1	Initial Draft	15.9.17	Internal
V0.2	HCSP	18.10.17	All HCSP partners
V0.3			
V0.4			
V0.5			

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Version	Change	Date	Approving body
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V0.2	HCSP	18.10.17	All HCSP partners
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V0.5			

## Equality analysis record

Date	Completed by	Review date
September 2017	Chris Stannett	March 2019

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# 1. Foreword

Thank you for reading the Serious Group Violence and Knife Crime Strategy for the London Borough of Havering.

This Serious Group Violence and Knife Crime Strategy has been produced on behalf of the Havering Community Safety Partnership. It sets out the plans and actions that the partnership aspires to as a result of the 2016 Serious Group Violence problem profile, which is an analysis of the risk, prevalence and harm of serious youth and group violence over the previous two years. It also takes into account the Mayor of London's 2017-2021 Police and Crime Plan, the Mayors 2017 Knife Crime Strategy and the Home Office report on Ending Gang Violence and Exploitation 2016. This strategy is the result of the focused analysis which sets out actions and recommendations for various partnership groups in respect of intelligence, prevention, intervention and enforcement.

The Havering Community Safety Partnership welcomes the support from the London Crime Reduction Board and the Mayor's Office for Policing and Crime (MOPAC), which see tackling knives, gangs and group violence as some of its main priorities, and understands the need to develop and coordinate responses at a regional level in light of gang member migration and cross-border identified hotspot areas.

We look forward to our continued working in conjunction with the Mayor's Office for Policing and Crime to ensure this strategy is fully implemented.

**Andrew Blake Herbert**  
**Chief Executive**  
**London Borough of Havering**  
**Chair of the HCSP**

**Jason Gwillim**  
**Borough Commander**  
**Havering Police**  
**Vice Chair of the HCSP**

## 2. Executive summary

In November 2011 the cross-government Ending Gang and Youth Violence (EGYV) report was published, identifying 29 areas nationally deemed to be facing the biggest challenges in relation to youth violence. Havering was not in receipt of any EGYV funding due to its lower levels of serious youth violence. However, since the publication there has been inward migration of gang members and offenders involved in serious youth violence to Havering. In 2014 Havering borough was the third largest importer of gang members identified by the Metropolitan Police Trident Gang Crime Command matrix. Although Havering does not receive any additional funding to tackle gang and youth violence, in 2014 it was added to the list of EGYV boroughs to reflect the ongoing change.

In the past year we have merged with Redbridge and Barking & Dagenham to form a new police Tri-Borough Gangs Unit, this has enabled us to target the highest risk known gang nominals across all three boroughs. We have also continued to monitor and target the individuals locally who are classed as lower level gang nominals, involved in serious violence and group offending through the Serious Youth Violence panel.

Since April 2014, through MOPAC funding we have developed prevention and intervention initiatives. These initiatives have been used to 1) reduce the flow of young people who become involved in serious group violence and knife crime and 2) deter and divert young people at-risk or on the periphery of serious group violence.

Havering has aligned its strategic aims with those set out in the regional (MOPAC and London Crime Reduction Board) and national (Ending Gang Violence and Exploitation) strategic ambitions with a focus on:

- Tackling knife crime and gangs
- Early intervention for those on the periphery of crime
- Protecting and safeguarding our children (from exploitation & county lines)

The key actions of this strategy are included in an action plan which focuses on prevention, intervention, enforcement and intelligence, and information sharing. This strategy will be delivered over a four-year period and the Havering Community Safety Partnership will take ownership of implementation and monitoring. This will be done via the existing governance structures of the HCSP, via the Reducing Reoffending Board and Serious Group Violence Panel.

### 3. Introduction

#### Purpose and scope

In November 2011 the cross-government Ending Gang and Youth Violence (EGYV)<sup>1</sup> report was published, identifying 29 areas nationally deemed to be facing the biggest challenges in relation to youth violence. There were initially 18 London boroughs identified as part of the EGYV work programme who received funding ranging from £195k-344k for 2012-13 - funding largely correlated with the size of the youth population in those boroughs. Since the initial 2011 report an additional 23 areas<sup>2</sup> were added to the list of EGYV areas, of which Havering was one.

Havering does not receive any EGYV funding due to its lower levels of serious youth violence<sup>3</sup>. However, since the 2011 publication there has been an inward migration of gang members and offenders involved in serious youth violence into Havering. In 2014 Havering borough was the third largest importer of gang members identified by the Metropolitan Police Trident Gang Crime Command matrix. Since 2014 Havering has seen a population increase of almost 3%<sup>4</sup> along with a significant increase in serious youth violence crimes and violent crimes (See Section 4, Table 1). The movement of identified gang members, including those from rival gangs, into Havering causes concerns and risks, including increased potential for critical incidents, the development of satellite gangs and greater accessibility to established gangs for young Havering residents.

Our aim is that for those who are identified as at risk or involved in gangs, the London borough of Havering will establish an ongoing monitoring solution. In the past year we have merged with Redbridge and Barking & Dagenham to form a new police Tri-borough Gangs Unit, this has enabled us to target the highest risk known gang nominals across all three boroughs. We have also relaunched the serious group violence (SGV) panel in August 2017 to work in conjunction with the gangs unit. This SGV panel will be responsible for the coordination of a partnership response to those nominals identified as low level gang members, involved in serious crime & group offending and those on the periphery of gangs. To further complement the prevention agenda the Met Police, Havering, Redbridge and Barking & Dagenham Councils are looking to launch the Chance Programme. This multi-agency approach is aimed at young people aged 8-17 years old and involved in lower level anti-social behaviour (ASB). The Chance programme focuses on the careful application of targeted interventions to disrupt the escalation of ASB, in attempt to prevent future more serious crime.

The current response however is largely reactive, resource intensive – particularly for police colleagues, and potentially unsustainable. Without being able to provide viable alternatives to those individuals being targeted it is difficult to disrupt gang nominals. Furthermore, there is a heightened risk that young people of Havering could be drawn into these offending groups should they continue to operate locally, for which we currently have no diversionary response in place.

#### Vision

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<sup>1</sup> This group is now known as EGVE (Ending Gang Violence and Exploitation) Change took place in 2016.

<sup>2</sup> Ending Gang violence and Exploitation 2016 – EGYV list from 2012-2015

<sup>3</sup> Serious Youth Violence (SYV) is an official measure of crime, which counts the number of victims of serious violence, weapon enabled robbery and serious personal crime affecting those aged 10-19. This crime is in most cases perpetrated by groups. The working panel in Havering uses the term 'Serious Group Violence'. Whilst these terms may be used interchangeably in this document, both refer to the same issue.

<sup>4</sup> Based on Population figures mid 2013 (242,080) –mid 2016 (249,085). [http://www.haveringdata.net/wp-content/uploads/2017/04/This-is-Havering\\_Havering-Demographic-Profile\\_Main-Document-v2.4.pdf](http://www.haveringdata.net/wp-content/uploads/2017/04/This-is-Havering_Havering-Demographic-Profile_Main-Document-v2.4.pdf)



Havering is London's next big opportunity<sup>5</sup>, we feel our borough has so much more to offer, not just to our own residents but to the whole of London. We provide first-class business opportunities for commercial, start up and expanding businesses. Havering has thriving town centres, award winning parks, fantastic transport links and we pride ourselves on catering for all age groups within the community.

We all want a safe borough for our children, where they can grow, play, learn, travel and reach their potential without having to fear or experience crime. We believe that all young people have choices to make in life, and it is part of our role to work with parents and guardians to help young people choose a positive path in life. Serious youth violence, criminal gangs and knife crime will not be tolerated in Havering.

Young people who are at risk of involvement in serious youth violence will be offered targeted, tailored prevention and intervention from an early age, in order to discourage their involvement in offending and ensure they receive the right support from the right partners at the right stage in their life. Those involved in offending will be offered support in order to cease their involvement, however, if they continue to engage in offending then as a last resort we will have no choice but to pursue all enforcement options at our disposal.

Partners will continue to work together to tackle the rising incidences of knife crime in London. Regular weapons sweeps have become a standard feature in the borough and areas of highest risk are identified through Met Police intelligence analysis. Further support will be given to schools with high levels of knife crime and more safe haven scheme sites will be identified throughout the borough to offer a place of safety. Young people who want to move away from this violent lifestyle will be supported, however those who chose to remain carrying dangerous weapons will be pursued and again we will have no choice but to consider all enforcement options at our disposal.

## **Aims and objectives**

Havering has aligned its aims with those set out in the London Crime Reduction Board Partnership Anti-Gangs Strategy, the Mayor of London Knife Crime Strategy, Ending Gang and Youth Violence Cross-Government Report and the Police and Crime Plan:

- To develop and drive a consistent approach across agencies to information sharing and assessment and management of risk associated with young people involved or at-risk of involvement in serious youth violence. The outcome is improved efficiency by joining up the way local areas respond to youth violence.
- To support an effective, targeted enforcement approach which delivers swift and sure justice to the most harmful offenders. Ideally this will identify and provide pathways out of violence for young people wanting to make a break with the past, but undoubtedly will include suppression and enforcement of those refusing to exit violent lifestyles.
- To develop a consistent approach to recognising and commissioning what works in reducing the number of individuals who are involved in serious youth violence and associated criminality. The outcome being to prevent young people becoming involved in serious violence in the first place with emphasis on early intervention and prevention.

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<sup>5</sup> London Borough of Havering corporate vision – Making a greater London. <https://intranet.havering.gov.uk/about-havering/making-a-greater-london/>

Whilst the terminology and semantics used differs within the aforementioned strategies, these aims can more easily be identified under the following areas:

- Intelligence and information sharing
- Prevention
- Intervention
- Enforcement

Specifically the strategy will focus on:

- **Tackling knife crime and gangs** – The Mayor of London makes it clear that it is currently far too easy for young people to get hold of knives, even with restrictions on their sale. One of the first steps to preventing violence is to take knives off our streets and have tougher penalties to act as a deterrent for those who break the rules. He also makes it clear that tackling gangs requires a partnership approach between local authorities, schools, youth services and the police. For some communities, gang activity and the related threat of violence is a daily occurrence. Going forward it is key to provide positive alternatives and exposing the damage that gangs do to gang members and society.
- **Early intervention for those on the periphery of crime** – This is not about creating soft justice for young people, but rather it is about delivering smart justice, reducing crime by recognising and dealing with the needs and the circumstances of particular young people that can lead to them offending. Working with employers to improve pathways into apprenticeships and jobs, and finding effective alternatives to custody will be key over the next four years.
- **Protecting and safeguarding our children** - The Mayor of London points out that too many children are born into violent and abusive households, into communities damaged by crime and antisocial behaviour (ASB), into chaotic families affected by drugs and alcohol abuse. Further to this the Home Office highlighted the exploitation of vulnerable people by hard core gang members to sell drugs through county lines as an issue that needs addressing. It is imperative that councils and partners get the basics of child protection right so that we can improve our performance on keeping London's children safe.

## Key actions

The key actions of this strategy will be to develop intelligence and information sharing and deliver initiatives at three levels –prevention, intervention and enforcement, as set out in Section 4 and as part of the Action Plan at the end of this strategy.

## Measures of performance

The key performance measure will be a reduction in the volume of serious youth violence victims and most serious weapon enabled violent crimes reported to police and responded to by the London Ambulance Service in Havering; and a cumulative reduction in proven offending by those individuals being worked with through the East Area Gangs Unit and the Serious Group Violence panel in Havering.

## Timescales

This strategy is to be delivered over a four-year period, with a shifting focus on each strand contained within:

- Year 1: Honing the administration and delivery of current interventions and developing the multi-agency approach. Developing the preventative strand.
- Year 2: Implementing the preventative strand and building community resilience.
- Year 3: Progress monitoring of the serious group violence strategy
- Year 4: Evaluation and review of the serious group violence strategy.

### **Related documents**

Please refer to Appendix 2 for key documents list and how they relate to this strategy.

### **Consultation**

Due to the cross-cutting nature of serious youth violence and its links to community safety, health, education and employment, it is recommended that the Havering Community Safety Partnership, Children's Trust and Health & Wellbeing Boards each be consulted on the proposed strategy approach and action plan.

Further to this all members of the Serious Group Violence panel should be consulted.

As this work directly impacts on young people, it is also recommended to approach the Havering Youth Council so that their views and feedback can be captured and reflected within the strategy.

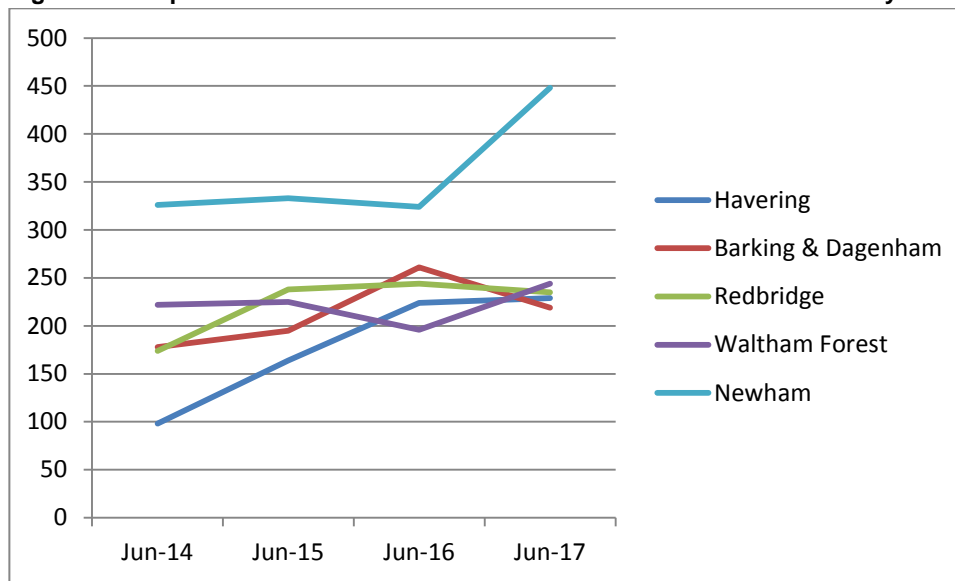
## **4. Service provision**

### **Levels of serious youth violence**

The number of victims of reported serious youth violence in Havering fell annually between 2010 and 2013, from 164 to 101(-38%); however a worrying increase has been witnessed since this; from 98 offences in the rolling year ending June 2014, up to 229 in the rolling year to June 2017.

Figure 1 below compares the change in the number of serious youth violence victims in Havering, neighbouring boroughs, and in London as a whole; and demonstrates that Barking & Dagenham, Redbridge, and Waltham Forest have all seen an increase since 2014, although to a lesser degree than in Havering. Redbridge and Barking and Dagenham have actually seen a reduction over the past year based on this data. When viewed as an overall percentage rise since 2014, Havering has by far the highest increase at 134%, although our rate was considerably lower than other areas at the start of this period in 2014. Percentage increases for neighbouring boroughs sit between 9% and 37%, with the whole-London increase at 31%.

**Figure 1. Comparison of the number of Serious Youth Violence victims each year<sup>6</sup>**



The rate of *Serious Youth Violence* victims per 1,000 young people aged 10-19 in Havering was 8.0 offences in the year ending June 2017. In comparison with neighbouring areas, Barking & Dagenham has a rate of 7.8 offences per 1,000 10-19 year olds; and Redbridge 6.3; while the overall rate in London is 8.0 per 1,000. In terms of Havering's ranking within London's 32 boroughs, we stand in 16<sup>th</sup> place; with the highest being 14.8 victims per 1,000 10-19 year olds (Southwark), and the lowest being 4.1.(Richmond)<sup>7</sup>



A significant area of risk within the wider topic of serious youth violence is the carrying and use of knives, and the public perception that these crimes drive and enable other types of offending.

**Table 1. Havering Crime Figures from Mayor's Office for Policing and Crime**

Snapshot of offences on a rolling 12 month basis from July 2014 - July 2017					
Crime Type	Jul-2014	Jul-2015	Jul-2016	Jul-2017	Increase or Decrease since 2014
Knife Crime	125	181	185	276	↑ 121% Increase
Knife Crime with Injury	51	70	58	85	↑ 67% Increase

<sup>6</sup> Mayor's office for Policing and Crime Gang Dashboard data

<sup>7</sup> MOPAC data combined with Office for National Statistics 2016 Mid-year population estimates

Robbery	250	341	325	469	 88% Increase
Gun Crime	40	53	56	67	 68% increase

While Table 1 does not provide any distinction on age groups or gender, we can draw on other data to examine the relevance of these figures to youth violence. *Crime Survey of England and Wales* data indicates that across the country 5.8% of 10 - 15 year olds and 4.5% of 16 - 29 year olds knew someone who carried a knife for their own protection. Smaller proportions of 10 – 15 year olds and 16 – 29, around 0.3% and 0.7% respectively, reported that they carried a knife.<sup>8</sup>

If we examine the judicial outcomes of investigations involving knife crime; across England and Wales in 2016 there were 18,322 disposals given for possession of a knife or offensive weapon. Of these:

- Juveniles (aged 10-17) were the offenders in 21% of cases;
- The juvenile custody rate was 12% and caution (reprimand or final warning) rate was 30%;
- For adults the custody rate was 38% and caution rate was 9%;
- Juveniles received a community sentence in 51% of cases and adults in 17%.<sup>9</sup>

The impact on the criminal justice system is however only one aspect of youth violence and knife crime; and in England in 2015/16, 14% of those admitted to hospital for assault by sharp object were aged 18 or younger; and 91% of people admitted to hospital for assault by sharp object were men.<sup>10</sup> It is likely that a significant amount of victims of knife crime avoid hospital, so as not to alert authorities as to other criminal activity they may be involved in.

The previous Havering *Serious Youth Violence Strategy* estimated the cost of serious youth violence and weapon-enabled serious violence to be £1.88m in Havering in 2013, and an average of £3.7m across each of London's 32 boroughs<sup>11</sup>. The costs used to produce this estimate and the working models employed by partner organisations have changed significantly since 2013 therefore an updated estimate cannot easily be provided; however violence between youths and knife related crime remain rooted in public consciousness, with 37 people under the age of 25 fatally stabbed in London between 1<sup>st</sup> September 2016 and 31<sup>st</sup> August 2017 (no age restriction, total 77 people fatally stabbed non domestic abuse)<sup>12</sup>. Recent data however suggests that the majority of knife crime is not gang-related, with gang-flagged crime accounting for 5% of all knife crime with injury during 2016 – down from almost 9% in the preceding year,<sup>13</sup> suggesting that young people do not necessarily have to associate with gang culture in order to resort to carrying a knife or become a victim.

While data may show that knife crime is not linked to gangs, locally we are aware of the migration of gang members into Havering from other boroughs. From the definition used by the Metropolitan Police, a gang see themselves as a noticeable group, and engage in a range of criminal activity and violence. They may also have claim over territory, or a conflict with other, similar gangs; therefore it is plausible that this could account for a proportion of violence locally.

A number of pressures are actively contributing to the migration of London residents, for example, social and welfare reforms have resulted in economic pressure forcing some families to move to other boroughs, including Havering which has areas of less-expensive housing.

<sup>8</sup> ONS, Crime and Justice, Offences involving the use of weapons, February 2017

<sup>9</sup> Ministry of Justice, Knife possession sentencing quarterly brief: January to March 2017, Table 2, June 2017

<sup>10</sup> NHS Digital, Hospital Admitted Patient Care Activity, 2015-16

<sup>11</sup> Socio-Economic Crime Estimates, 2011 Revisions

<sup>12</sup> Met Police Knife Crime Dashboard

<sup>13</sup> MOPAC Knife Crime Strategy 2017

According to the Metropolitan Police Trident Gangs Matrix as of January 31<sup>st</sup> 2014, 184 gang members were living outside their identified gang's borough. Havering borough was the third largest importer of gang members moved by other boroughs within London<sup>14</sup>. Identified gang members from no fewer than 14 different gang allegiances, including gangs who are known to be in conflict with one another, have been placed in Havering<sup>15</sup>. The key risk here is that conflicts and serious violence may occur between individuals placed in Havering who may be rivals known to one another previously within the borough(s) they were relocated from.

Research seen in Table 1 below reveals that only 11% on the Havering Trident Gangs List are under 18 years of age and 20% on the HKC list are under 18 years of age. This means that going forward we need to look at resources for the over 18's as the majority (80%-90%) of our identified higher risk nominals fall outside of the area that receives most amount of support/attention.

Table 1. Shows a snapshot of the age breakdown in nominals monitored under the EA Gangs Unit & the Serious Group Violence panel.

	Youngest	Oldest	Under 18	Over 18	Majority Age
<b>Hab. Knife (HKC)</b>	15	36	20%	80%	18-20 (47%)
<b>Trident Havering</b>	15	47	11%	89%	21-22 (27%)
<b>Individuals of Note</b>	14	58	47%	53%	17-18 (39%)

Further research showed that the BAME (Black and Minority Ethnic) are still disproportionately represented within these cohorts, when compared to the rest of the population.

### Intelligence and information sharing

Intelligence and information profiles are compiled for persons discussed at both the East Area Gangs meeting and the Serious Group Violence meeting in Havering, incorporating information from a range of agencies (See Appendices 3 and 4). The multi-agency information sourced is held within a single profile document for each individual. It is imperative that multi-agency information is made available for consideration at both the East Area Gangs meeting and Serious Group Violence meeting so that the most suitable and appropriate responses are identified for individuals who are being risk managed.

Whilst we are able to identify individuals for risk management due to involvement in, or risk from, serious youth violence as it occurs, the mechanisms for earlier identification are in the process of being established. At present those individuals currently identified have been a suspect or victim of crime, therefore, in this sense it is reactive. However, we know from the information available to us that individuals, who are subject to work of the Gangs Unit and Serious Youth Violence group, may have suffered from domestic violence and abuse or neglect, leading to poor educational attainment and behaviour within school, for example. Therefore establishing the Chance Programme will be critical for early identification and preventing escalation of anti-social behaviour at the earliest opportunity.

<sup>14</sup> Newer figure is unable to be obtained at present do to the various sources required to produce this.

<sup>15</sup> Boroughs moving individuals identified as gang members into Havering have included Barking & Dagenham, Enfield, Hackney, Haringey, Lambeth, Newham, Redbridge and Waltham Forest. Source: Metropolitan Police, Trident Gang Crime Command Nominal Matrix



Furthermore, there should be a referral procedure in place to ensure that any concerns can be addressed, and interventions administered where relevant, at the earliest opportunity possible.

Since 2014 all agencies and practitioners working within Havering and working with families, children and young people (such as health, education and local authority professionals etc.) have been given the opportunity of MOPAC funded gangs training in order to be able to identify risk factors and behavioural characteristics consistent with later involvement in serious youth violence and offending. The demand for this training has been very high and attendance has always been very good, going forward targeted training should be considered in order to ensure that the people who have the most contact with young people are fully equipped. For example, foster carers, staff in children's homes and teachers within PRU's have contact with some of society's most vulnerable and susceptible children.

As a result of an pan-London increase in knife crime and in response to the Mayor of London's Knife Crime Strategy the frequency of Operation Sceptre<sup>16</sup> has been increased in Havering from bi-monthly to monthly. Results of this piece of work are shared on a regular basis with partners through the East Area Gangs meeting and the Serious Group Violence Panel. Local intelligence is used to help dictate where to carry out weapons sweeps, test purchases and who should feature on the Habitual Knife Carriers<sup>17</sup> list.

The Habitual Knife Carriers list will also be shared via the Serious Group Violence panel on a monthly basis to ensure partners are aware of the nominals who may be attending their service/school and plan appropriately around it.

Further work and consideration should be given to that of missing children and those at risk of child sexual exploitation. Risk management panels should regularly share their lists of top individuals in order to be aware of those causing the most amount of harm, to avoid duplication and to make sure that those who are at most risk of being exploited are kept within scope and constantly at the forefront of the partnerships agenda.

## Prevention

The purpose of prevention is to reduce the flow of young people who become involved in knife crime, serious youth violence and offending groups. Prevention can be delivered to the entire adolescent population (through schools) or be targeted at schools in locations with the highest volume of individuals at-risk. Prevention should also aim to support individuals at the highest risk – those children who have older siblings or relatives involved in serious youth violence and group offending. Although it is impossible to assess the impact of prevention, it is important that we attempt to deglamourize the culture associated with serious youth violence as early as possible to either deter future involvement, or to identify those likely to engage in future criminal activity and violence.

Forms of preventative work should include:

- School and early prevention (*specialist programmes<sup>18</sup> and citizenship days*)
- Mentoring (*peer to peer, credible messengers*)
- Outreach / detached outreach (*including via youth centres*)
- Parenting and family support (*may include troubled families for targeted support*)

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<sup>16</sup> Metropolitan Police response to dealing with Knife Crime. This includes weapons sweeps, test purchases in stores, stop and searches and more

<sup>17</sup> List of individuals who regularly and illegally carry knives bladed articles .

<sup>18</sup> For examples see [Anti-Youth Violence](#), [Lives Not Knives](#) and [Only Connect](#). Programmes should work with Havering to ensure schemes are tailored to the local situation as best as possible. There is also a specific gangs education programme developed for London known as GAGV – [Growing Against Gangs and Violence](#) which has been evaluated by Project Oracle.

- Positive activities for young people (*including voluntary and community sector*)
- *Area weapon sweeps (specialist police operations such as Sceptre)*
- *Working with retailers on the sale of dangerous items/ substances (underage sale of knives and restricting the purchasing of corrosive substances)*

Additionally, there may be value in exploring cross-border health focussed interventions within Barking & Dagenham, Havering and Redbridge hospitals. We know from previous local research that young individuals have presented at A&E on multiple occasions for violence related injuries that did not come to the attention of community safety and police. A [youth violence prevention project](#) at Guy's & St Thomas' Hospital in London set up to refer and engage young people accessing emergency departments was positively evaluated by Kingston University for the number of young people engaged and responding. Further to this MOPAC are looking to expand on the work of Redthread and St. Giles Trust within the London Major Trauma Units to more A&E departments in key boroughs. This work specifically enables victims of knife crime to be supported at their most critical time.

## Intervention

The purpose of intervention is to deter and divert young people from carrying knives or thinking of carrying knives, or on the periphery of serious youth and group violence. This may extend to close friends and associates who may be at-risk of victimisation due to association. Those who are actively involved but shown they are willing to engage and take up offers of support in order to cease offending should be offered interventions. Furthermore, ensuring that victims of serious youth and group violence are supported through the criminal justice process will increase the opportunity for services to engage with offenders<sup>19</sup>.

Forms of intervention work should include:

- Warning Letters<sup>20</sup> ( parent / guardian or the young person)
- Anti-Social Behaviour legislation (*including ABA's<sup>21</sup>, yellow and red cards,*)
- Exit (*education, training and employment*)
- Housing and resettlement (*for example, London Gang Exit*)
- Integrated Offender Management<sup>22</sup>
- Mediation of conflicts<sup>23</sup>
- Mental Health Services
- Parenting and family support
- Substance Misuse services
- Victim Support (*including supporting victim through the criminal justice process*)

## Enforcement

The final strand of enforcement should be the last resort, when all attempts at intervention have proved ineffective. Suppression and enforcement should be used to deal with the most criminally active young people who pose a risk to others or themselves. Selecting an individual for enforcement, intensive monitoring and targeting by police and prosecutors should not be

<sup>19</sup> For example, through court orders and punishments sanctioned at court, which may include requirements to engage in intervention services as alternatives to imprisonment.

<sup>20</sup> Used by the East Area Chance Programme as a first step intervention to inform Parents that their child has been misbehaving.

<sup>21</sup> Acceptable Behaviour Agreements formerly known as ABC's

<sup>22</sup> This refers to a range of agencies and services, for example, covering Drug and Alcohol Action Team, London Probation and Youth Offending Service interventions and treatment.

<sup>23</sup> Whilst there are mediation services in London that work real-time (i.e. in the aftermath of a serious or critical incident), this point refers to conflict management training (see [Leap](#) for example). This may be targeted at those identified at-risk or those known to pupil referral units and youth offending service.

permanent or indefinite. We cannot force offenders to engage and desist; the decision to change is ultimately in the hands of the individual. The most successful enforcement would be that which influences the offender to stop carrying a weapon, stop offending, and take up offers of intervention.

Forms of enforcement work may consider:

- Achilles Heel approaches (*targeting serious criminals for minor offences relating to benefits, documents and insurance fraud for example*)
- Anti-Social Behaviour legislation (*Criminal Behaviour Orders, Civil Injunctions, Dispersal Zones*)
- Police operations (*intensive monitoring, targeting and ensuring compliance of court orders*)
- Tenancy enforcement (*eviction and notice of seeking possession, pressure on private landlords to comply*)
- Targeted stop & search of those known to carry weapons (*for example, those featuring on the Habitual Knife Carriers list*)

## **Resources and funding**

Funding for serious youth violence in Havering comes from the Mayor's Office for Policing and Crime (MOPAC) through the London Crime Prevention Fund (LCPF). A new system has been introduced where boroughs receive a committed allocated amount of funding on a 2 yearly basis.

Havering was one of 14 boroughs to receive an 1 uplift in funds in order to better manage local need and demand.

£114,000 per year for two years from 2017/2018-2018/2019 has been allocated to work around serious youth violence and gangs. This will be governed and coordinated by the Community Safety Partnership via the Serious Group Violence Panel (see Appendix 3: Governance and structure of the Havering Community Safety Partnership).

It should also be noted that additional resources may be available to the serious group violence work through multi-agency partners. For example, mainstream interventions available through policing and youth offending service resources.

A further note should be taken of the financial restraints being put on the Public Sector. Depending on where the future cuts are made, this could impact upon the boroughs ability to carry out various tasks<sup>24</sup> within the Serious Group Violence Strategy post 2018/2019.

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<sup>24</sup> Regularly highlighted through the Mayors Police and Crime Plan 2017-2019

## 5. Authorisation and communication

The strategy will be authorised by the Havering Community Safety Partnership.

It is recommended the strategy be presented to the Havering Community Safety Partnership, Health & Wellbeing and Children's Trust boards, however overall governance will sit with the HCSP. The Community Safety and Development Team will take a coordinating lead in implementing the strategy, as recommended by the Home Office Ending Gangs and Youth Violence strategic documents.

The stakeholders of this strategy are as follows:

- Barking & Dagenham, Havering and Redbridge NHS Trust
- Crown Prosecution Service
- London Borough of Havering, including:
  - Community Safety and Development Team
  - Housing
  - Local Education Authority (LEA)
  - Multi-Agency Safeguarding Hub (MASH)
  - Public Health
  - Children and young people's services (CYPS)
  - Youth Offending Service (YOS)
- Metropolitan Police
- Ministry of Justice
- National Probation Service
- Community Rehabilitation Company (CRC)
- Transport for London (TFL)
- United Kingdom Border Agency (UKBA)
- Department for Work and Pensions
- Voluntary & Community Sector

## 6. Implementation and monitoring

The Serious Group Violence and Knife Crime Strategy will be implemented and monitored through the existing Havering Community Safety Partnership structure and delivery model. The East Area Gangs Panel and the Serious Group Violence Panel are both operational groups, reporting to the Reducing Reoffending Board. The serious youth violence and gangs strategic problem profile, along with the Mayor of London's Knife Crime Strategy has been used to develop specific action plans and performance monitoring frameworks.

### **Governance and delivery**

See Appendix 3: Governance and structure of the Havering Community Safety Partnership.

See Appendix 4: Delivery structure of information and intelligence flow for the East Area Gangs Panel and Serious Group Violence Panels

### **Action plan**

An Action Plan is included at the end of this strategy document.

### **Monitoring actions and performance**

Quarterly reports will be provided to the Havering Community Safety Partnership .

## **7. Evaluation and review**

The Serious Group Violence and Knife Crime strategy and associated action plan will be monitored and reported to the Havering Community Safety Partnership on a quarterly basis

A full in-depth evaluation and review will be completed in the final year of the strategy.

Due to the changes to policing, public sector services and an ever increasing inward migration into the London Borough of Havering, consideration should be given to re-conducting another peer review within the next 4 years. This could be done either by approaching the Home Office or by working with our partner Boroughs to run our own review as a form of good practice.

## **8. Further information**

Please contact Diane Egan, Community Safety and Development Team Manager or Chris Stannett Integrated Offender Management Casework Manager and Serious Group Violence Lead.

## Appendix 1: Equality Analysis



Gangs EIA v4  
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## Appendix 2: Related Documents

[Mayor of London - A safer city for all Londoners - Police and Crime Plan 2017-2021](#)

[Mayor of London Knife Crime Strategy 2017](#)

Havering Serious Group Violence Strategy 2014-2017

[Home Office - Ending Gang Violence and Exploitation 2016](#)

[National Crime Agency Strategic Assessment of Serious and Organised Crime 2016](#)

[London Crime Prevention fund 2017/2018](#)

[Ending Gang violence and Exploitation 2016](#)

Havering Local Assessment November 2015

EGYV Peer Review Report London Borough of Havering November 2014

[Ending gang and youth violence: cross government report 2011](#)

[Ending gang and youth violence: review 2012 to 2013](#)

Havering Strategic Assessment of Crime, Disorder and Anti-Social Behaviour 2014

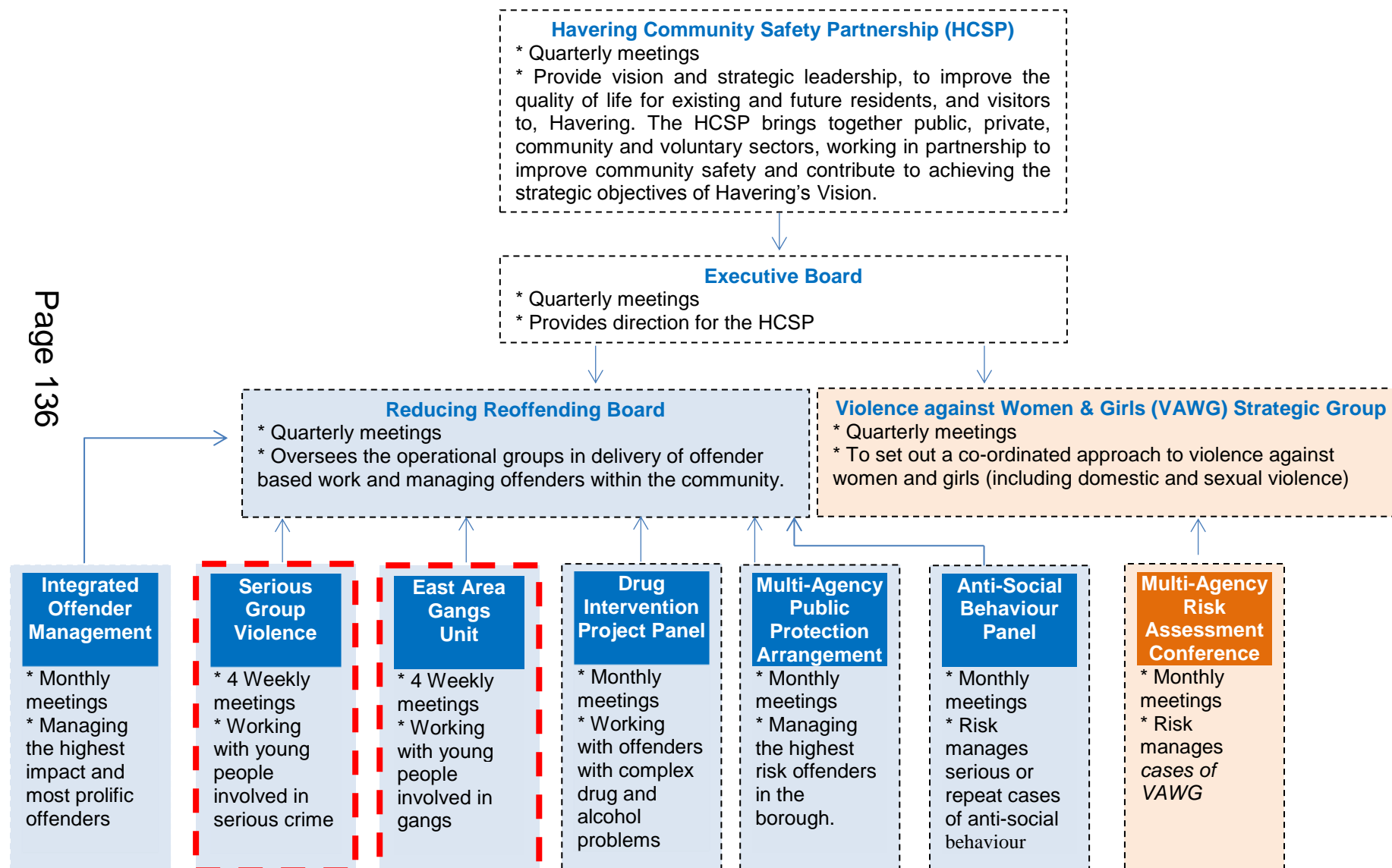
[London Crime Reduction Board Partnership Anti-Gangs Strategy](#)

[London Crime Reduction Board Partnership Anti-Gangs Strategy – Refresh 2014](#)

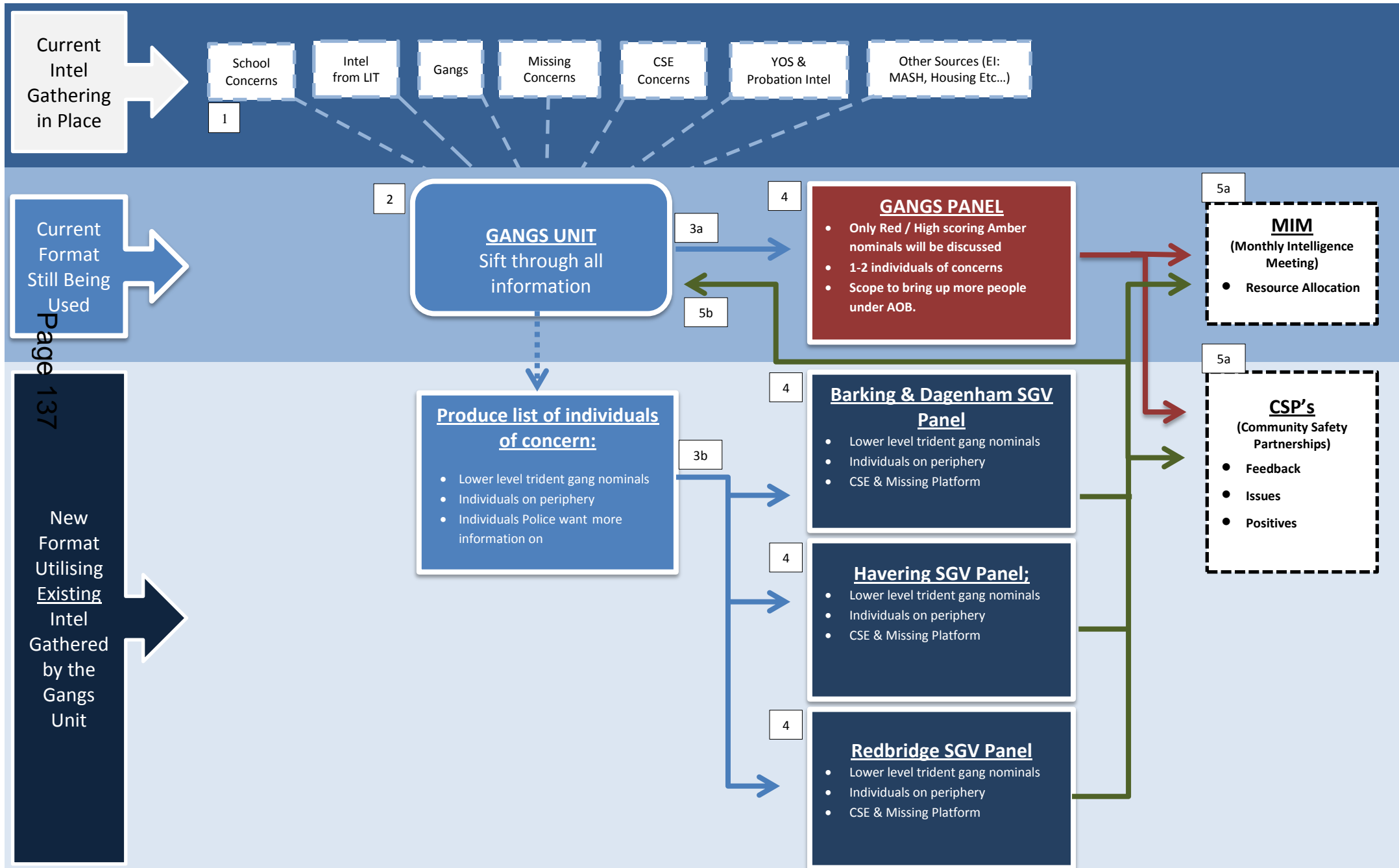
Serious Group Violence Panel Information Sharing Agreement

Serious Group Violence Panel Terms of Reference

## Appendix 3: Governance and structure of the Havering Community Safety Partnership



## Appendix 4: Delivery structure of information and intelligence flow for the East Area Gangs Panel and Serious Group Violence Panels



### Key: Flowchart Process

1. Intelligence is gathered from all sources by the police local intelligence team (LIT) and fed into the police Gangs Unit.
2. Gangs Unit sifts through all the intelligence
- 3a. Gangs Unit looks at the highest risk scoring nominals and brings them to the Tri- Borough panel for discussion. Also 1-2 other nominals of concern may be raised at this point.
- 3b. From the Intel already gathered, the Gangs Unit produces a localised list of individuals of concern (lower risk Trident nominals, periphery nominals, individuals of concern)
4. Partners feedback any information they have.
- 5a. Any significant issues that arise may be taken to the Monthly Intel Meetings (MIM) for extra resourcing or into the Community Safety Partnerships (positive update can also be fed back here)
- 5b. Intel received from partners will be fed back into the Gangs Unit and may or may not be used in the main gang's panel.

## Action plan - Serious Group Violence and Knife Crime 2019-2022

Serious Group Violence						
Strategy Objective	Project/Action	Outcomes	Resources	Timescale	Responsible Service	Responsible Team
Improve Intelligence and information sharing	1) Develop a full serious group violence problem profile utilising all partnership data (police, health, youth offending, probation, grass roots information, schools data etc.), which is refreshed annually.	The HCSP will have a better understanding of issues related to serious group violence and gangs within Havering.  This will enable us to implement effective evidenced based responses and assist in identifying gaps in service provision for commissioning purposes.	This will be delivered within the existing work programme of the Community Safety Crime Analyst.  £38k from MOPAC (Gangs and CSE Analyst)	Annual March 2019-2022	Community Safety	Analyst Team
	2) Ensure all relevant agencies are signed up to the EA Gangs Unit & SGV Information Sharing Agreement and providing required information			Annual Review December 2019 – 2021	Community Safety	SGV Lead
	3) Use partnership data to better understand the contributing and driving factors of local gang membership (e.g. school exclusion, looked after child, A&E admissions).			Quarterly Review January 2019 – 2021	Community Safety, Early Help, Metropolitan Police, LSCB Missing and CSE Group	Analyst Team
	4) Develop the understanding of the role of girls in Havering gangs and issues such as sexual exploitation.			Started June 2019 – May 2022	Community Safety, CSE and Metropolitan Police	SGV Lead and Analyst Team
	5) Develop the understanding of the role of missing children in Havering gangs and issues such as county lines			Started August 2019- March 2022	Community Safety, CSE and Metropolitan Police	SGV Lead and Analyst Team

	6) Develop an understanding of local drugs market.			Bi- Annual Review January 2019– 2022	Community Safety, WDP and Metropolitan Police	Substance Misuse Lead and Analyst Team
	7) Develop the quality of information from the data sharing processes with A&E Queens via BHRUT and CCG.			Quarterly 2019– 2022	Community Safety, BHRUT	Analyst Team BHRUT Senior Info Analyst
	8) Improve information sharing with regards to 'under the radar' moves of young people into Havering with gangs affiliations.			2019– 2022	All SGV Panel Members	All SGV Panel Members
	9) Improve information sharing with Havering colleges and Pupil Referral Units (PRU)			Daily 2019– 2022	Metropolitan police, Community Safety	Safety Schools Officers Team SGV Lead
	10) Develop intelligence and information sharing across all forms of youth risk management platforms (Chance Programme, ASB Panel, SGV Panel, EA Gang Unit , MASE)			Started August 2019 – 2022	Metropolitan Police Community Safety,.	MPS LIT EA BCU Partnerships EA BCU Gangs Analyst Team and SGV Lead
	11) Develop a platform to share knife crime and Habitual Knife Carrier (HKC) information with partners on a monthly basis			Monthly 2019– 2022	Metropolitan Police, Community Safety	EA BCU Gangs Unit Analyst Team and SGV Lead
	12) Develop regular cross borough information sharing of SGV nominals with Barking & Dagenham and Redbridge			2019– 2022	Community Safety, Metropolitan Police	Analyst Team and SGV Lead EA BCU Gangs Unit
	13) Map all known gang			Start October 2019 –	Community Safety,	Analyst Team

	associations, offences and home locations in order to better understand the relationships of nominals, extent of the gangs and identify possible trends.			2022	Metropolitan Police	EA BCU Gangs Unit
	14) Cross reference gang associations with CSE and Missing data.			Started July 2019– 2022	Community Safety, Metropolitan Police	Analyst Team EA BCU Gangs MPS LIT
<p>Coordination, administration and delivery of the various panels linked to the Serious Group Violence action group</p> <p>Page 141</p>	1a) Ensure the administration and organisation of case work for SGV is readily accessible for practitioners prior to the meeting, and to help with contingency to cover absences.	Timely provision and analysis of cases is integral to assessment and referral processes and the effectiveness of action plans developed at the SGV/ EA Gangs/ Chance and ASB Panels.	<p>Time allocation for all this work needs to be factored in.</p> <p>For Example SGV: The SGV SPOC would need 4-6 days per month to coordinate this work and SGV Analyst would also need 4-6 days per month to sift through Police Intelligence and cross referencing with other systems.</p> <p>EA Gangs Panel ASB Chance</p>	Started August 2019 – 2022	Community Safety, Metropolitan Police,	SGV Lead and SGV Analyst EA BCU Gangs Unit SPOC
	1b) Ensure the administration and organisation of case work for EA Gangs Panel is readily accessible for practitioners prior to the meeting, and to help with contingency to cover absences.			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	1c) Ensure the administration and organisation of case work for ASB Panel is readily accessible for practitioners prior to the meeting, and to help with contingency to cover absences.			April 2019 – 2022	Community Safety	ASB Officer



	1d) Ensure the administration and organisation of case work for Chance Programme is readily accessible for practitioners prior to the meeting, and to help with contingency to cover absences.			October 2019 – 2022	Metropolitan Police	EA BCU Partnerships Team
	2a) A single point of contact to coordinate the Activity of the SGV work should be based within Community Safety.			Started 2019 – 2022	Community Safety	SGV Lead – Chris Stannett
	2b) A single point of contact to coordinate the Activity of the East Area Gangs Panel work should be based within the EA Gangs Unit.			Started 2019– 2022	Metropolitan Police	EA BCU Gangs Unit - Emma Bowles and Ed Gooderson
	2c) A single point of contact to coordinate the Activity of the ASB Panel work should be based within Community Safety			Started 2019– 2022	Community Safety	ASB Officer - Damien Ghela
	2d) A single point of contact to coordinate the Activity of the Chance Programme work should be based within EA Partnerships Team.			October 2019– 2022	Metropolitan Police Darren Hepple	EA BCU Partnerships Team – Darren Hepple
	3) Ensure dedicated action plans are available and updated monthly for all gang nominal identified as medium to high risk by the panel.			April 2019– 2022	Metropolitan Police	EA BCU Gangs Unit
	4) Strengthen and expand the links			Started 2019– 2022	Metropolitan Police, Community Safety	EA BCU Gangs Unit SGV Lead and ASB

	between EA gangs Unit, SGV, and other forums where gang linked individuals may present (i.e. MASE – Multi-Agency Sexual Exploitation).				Early Help, Youth Offending Service	Officer CSE & Missing Lead, YOS Manager
Review assessment and referral procedures for the East Area Partnership and the Serious Group Violence action group	1) Provide training to multi-agency staff to ensure they are able to identify those at-risk of becoming involved in SYV/Gangs.	Improve the information available so that the most suitable and appropriate risk management tools are identified for referrals; thus improving the efficiency and success of response.  Reduce the level of risk to both individual gang nominals and the public of serious harm	£6k Community Safety (Alternative Funding provisions will need to be looked into if this is continue post January 2018)	Started September 2017- Ongoing	Community Safety	SGV Lead
	2) Expand SYV/ Gangs training to include Staff working in Pupil Referral Units (PRU), Foster Carers and Children's Homes			Started September 2017-ongoing	Community Safety, Early Help and Metropolitan Police	SGV Lead Early Help MPS Safer Schools Team
	3) Review method for identification of high risk nominals and victims to ensure accurate risk management. The SGV should consider ranking nominals based on all information available from the MASH, YOS, Probation, Education, Missing Persons, Public Health and so on rather than solely focussing on Trident Matrix scores.			2019-2022	Community Safety, Youth Offending Service	SGV Lead and analyst Team YOS Manager
	4) Work with MPS Trident and the EA Gangs Unit to ensure that relevant partnership intelligence is included in the scoring of nominals			Started Monthly April 2017 - ongoing	Metropolitan Police	EA BCU Gangs Unit
	5a) Introduce referral procedures to facilitate early intervention cases within the EA Gangs Partnership			2019–ongoing	Metropolitan Police	EA BCU Gangs Unit

	5b) Introduce referral procedures to facilitate early intervention cases within the SGV group			2019 – ongoing	Community Safety	SGV Lead and Analyst Team
	5c) Introduce referral procedures to facilitate early intervention cases for the Chance Programme			Start October 2017 and ongoing	Metropolitan Police	EA BCU Partnership Team
Mapping service provision and 'menu of options' to address serious group violence	1) Map all agencies and programmes which provide preventions and interventions with gang nominals / those at risk of involvement and their families within Havering.	Assist practitioners to become familiar with support options available locally so they can quickly identify suitable preventions and interventions for individuals, and refer appropriately.		Start 2019 – 2020	Community Safety, Youth Offending Service, Spark2 Life and Early Help	SGV Lead YOS Manager Spark2Life coordinator Early Help
	2) Where relevant ensure that these agencies are working with the right individuals (referrals should be made outward from the EA Gangs Partnership, SGV group or Chance Panel whenever possible)			Start 2019 – 2020	Community Safety, Youth Offending Service, Spark2 Life and Early Help	SGV Lead YOS Manager Spark2Life coordinator Early Help
	3) Develop a toolkit with information on all services, contact details and referral procedures for all members of the SGV group (to be disseminated to their staff also)			To be started following completion of points 1) + 2) Start 2019	Community Safety,	SGV Lead
Develop services to provide preventative services for those at-risk of involvement in SGV (or being victims of)	1) School prevention to be delivered via a Junior Citizens programme for all transitional pupils (year 6 to year 7).	Effective prevention should ensure a reduction in first time entrants whilst increasing the number of young people and parents accessing	£10k Junior citizens (MOPAC)  £45k Mentoring (MOPAC)	Annual. Started July 2019-2022	Community Safety	Partnerships Officer
	2) Targeted prevention for schools to be			2019 – 2020	Metropolitan Police	Safer Schools Team

Page 145	delivered through Police Safer Schools Officers.	support.  Young people will be more aware and understand risks associated with gangs.				
	3) Young people and their families identified as at-risk to be referred to early help and intervention team.			Started 2019– 2022	Early Help	TBC/ MASH
	4) Develop a referral pathway for the most at risk/ gang affected individuals known to Early Help to link in with Spark2Life			Started August 2019-2022	Youth Offending Service and Spark2Life	YOS Manager Spark2Life Coordinator
	5) Work closely with Early Help to ensure those at higher-risk of involvement can receive parenting and family support.			2019 – 2022	Early Help	TBC
	6) Continue to develop the Safe Haven scheme in Romford town centre.			Started October 2019-2022	Community Safety	Partnerships Officer
	7) Improve access to MH services for identified gang nominals.			Started August 2019-2020	MAC UK	MAC UK - Officer Mark Chentite
Develop services to provide interventions, or interventions with enforcement, for those on the periphery or involved in SGV	1a) Undertake visits to all young people identified as potentially at-risk or involved in gangs and SGV to speak to them and their parent(s) about their behaviour with an offer of support to desist or face the risk of enforcement.	Effective interventions should contribute to a reduction in serious group violence and gang related offending. More importantly, key aims would be to increase the number of young people leaving gangs and sustaining in education, training and employment.	£20k from MOPAC restorative justice worker	Started August 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	1b) Through the Chance Programme undertake visits to all young people and their parent(s) identified as causing early stages ASB with an offer of support to			October 2019 – 2022	Metropolitan Police	EA BCU Partnerships Team

	desist or face the risk of escalation of enforcement.					
	2) Use ASB legislation and tools to manage behaviour of young people on the periphery of involvement through the Chance Programme (yellow and red card scheme, ABA's)			October 2019 – 2022	Metropolitan Police	EA BCU Partnerships Team
	3) Mentoring and outreach service to gang affected young people in Havering (ensuring that families and siblings are involved where relevant to offer additional support).			Started August 2019 - 2022	Youth Offending Service, Spark2Life	YOS Manager Spark2Life Coordinator
	4) Restorative Justice service to be offered to victims of crime through the YOS Service.			2019– 2022	Youth Offending Service	YOS Manager
	5) Work with Jobcentre Plus and other Voluntary Sector Services (VCS) to improve support with education and employment for gang affected young people engaging.			2019 – 2022	Spark2Life and DWP (Jobcentre)	Spark2life Coordinator DWP SPOC
	6) Develop the Youth2Adult transition gateway between NPS, CRC and YOS			Started April 2019– 2022	Youth Offending Service, National Probation Service, Community Rehabilitation Company	YOS Manager NPS Y2A Transitions SPO CRC Partnerships Lead
	7a) For those individuals transitioning from young person to adult who are willing to engage, work			Started April 2019 – 2022	Youth Offending Service, National Probation Service, Community Rehabilitation Company	YOS Manager NPS Y2A Transitions SPOC CRC Partnerships Lead

	to ensure targeted support continues through the IOM scheme				Community Safety	IOM Lead
	7b) For those individuals transitioning from young person to adult who are not willing to engage, work to ensure the new Probation Officer is fully aware of the case, interventions attempted and what risk level they are perceived to be at.			Started April 2012 – 2022	Youth Offending Service, National Probation Service, Community Rehabilitation Company	YOS Manager NPS Y2A Transitions SPOC CRC Partnerships Lead
Utilise enforcement tools to control behaviour and manage spaces used by gangs in Havering	1) Continue to use the dispersal powers within Romford town centre to disrupt gang-related activity and serve Community Protection Notices to those found to be causing nuisance which include specific conditions to limit the impact of their behaviour within the area	Minimise/manage the risk and harm posed by gang nominals in Havering.	From existing resources	Started 2019– 2022	Community Safety, Metropolitan Police	ASB Officer
	2) Ensure that all relevant intelligence is documented by police, and ensure regular liaison with the CCTV centre regarding gang activity.			Started 2019 - 2022	Metropolitan Police, CCTV	MET Police LIT EA BCU Gangs Unit CCTV Supervisors
	3) Continue to conduct regular home visits to medium and high risk nominals to assist compliance of orders and other legal requirements (curfew, non-association conditions etc.).			Started 2019 - 2020	Metropolitan Police, National Probation Service and Community Rehabilitation Company	EA BCU Gangs Unit NPS Gangs Lead CRC Gangs Lead
	4) Enforce all breaches of conditions, including ASBO breaches			Started 2019– 2020	Metropolitan police, National Probation Service and Community	EA BCU Gangs Unit NPS Gangs Lead CRC Gangs Lead

	5) Utilise civil schemes, such as Banned from One, Banned from All			Started 2019 – 2020	Rehabilitation Company Community Safety	Partnership Officer and SGV Lead
Develop an enforcement procedure for those unwilling to engage or desist from gang offending in Havering	1) Decide with partners via the SGV/ EA Gangs action group which tools are most suitable to individuals (i.e. ASBO, Gang Injunction, Tenancy Enforcement, Immigration enforcement where relevant, Injunctions)	Assisting partners to make fair and proportionate enforcement options	From existing resources	Started April 2019- 2022	All SGV / EA Partnership Members	
Work with women and girls at-risk or involved in gang activity in Havering	1) Develop a service for young people at risk of Sexual Exploitation	Effective interventions should lead to an increase in referrals from professionals and more young women coming forward for support around Sexual Exploitation	Dependent on success of commissioning bid to MOPAC	TBC	Early Help Community Safety and Metropolitan Police	CSE and Missing Lead EA BCU CSE Team
	2) Provide support to girls involved in gang offending, being used as part of joint enterprise (weapons, drugs carrying)			TBC	Early Help, Community Safety and Metropolitan Police	CSE and Missing Lead SGV Lead EA BCU CSE Team
Consultation with young people and practitioners	1) Re -Undertake qualitative review of serious youth violence and service provision; and nature and characteristics of serious youth violence locally (Internal peer review)	Improve local understanding to aid in the development of effective service provision; and identification of gaps in service provision which may not be obvious from quantitative data	To be developed in conjunction with the SGV Panel	2019 - 2012	Community Safety	SGV Lead
Mobilising the community	1) Work with the Deeper Lounge and the Street Pastors to develop locally sustainable diversionary activities and mentoring schemes.	Community taking responsibility for their youth and actively engaging young people to productively fill their time, creating a harmonious environment in which all can thrive		Start October 2019 – 2022	Community Safety and Deeper Lounge	SGV Lead and Partnerships Officer Deeper Lounge Coordinator
	2) Work with the Safer Neighbourhood Board to develop engagement processes for grassroots voluntary and community			2019 – 2022	Metropolitan Police and Community Safety	EA Neighbourhood Policing Team Community Development Team



	groups in relation to EGVE.					
<b>Knife Crime</b>						
Strategy Objective	Project/Action	Outcomes	Resources	Timescale	Responsible Service	Responsible Team
Local and London response to knife Crime - Intervention - Prevention - Enforcement	<b>Intervention:</b> 1) Ensuring every school has access to a nominated Safer Schools Officer	A consistent pan-London approach to deal with knife crime, smarter enforcement and a robust prevention plan.	Existing Police resource	Started April 2019 – 2022	Metropolitan Police	Safer Schools Team
	2) Promoting the work of the London Gang Exit (LGE) Service. LGE are working with people involved in gangs who use weapons, including developing offenders' skills to improve their employability and increase their access to job opportunities.			Started April 2019– 2022	Metropolitan Police, Community Safety	EA BCU Gangs Unit SGV Lead
	3) Continue to extend the Havering Safe Haven Scheme, allowing people under attack to seek a place of safety.		MOPAC funded and led initiative	Started April 2019 – 2022	Community Safety	Partnerships Officer
	4) MOPAC are set to increase support for young victims of crime - including knife crime - and their families. (Funding of up to £2 million for London from MOPAC)			MOPAC Start date TBC	MOPAC	
	5) MOPAC are expanding the work of RedThread to more key A&E departments. This is where specialist youth			Start 2019 – 2022	MOPAC Public Health Community Safety, Metropolitan Police	MOPAC Public Health Consultant SGV Lead EA BCU Gangs Unit

	workers work with victims of knife crime at the crucial 'teachable moment' at London's major trauma centres,. Havering need to be aware of where all the Major Trauma Units are and which other A&E departments will be providing this service.					
	<b>Prevention &amp; Intervention:</b> 6) MOPAC would like to support head teachers in areas where there are high levels of knife crime by providing metal detecting knife wands to all schools that request one			Start 2019- 2022	MOPAC Metropolitan Police	MOPAC Safer Schools Team
	7) Support for Met officers to use more targeted, intelligence-led stop and search. This can be done by asking partnership agencies to share information/ intelligence more regularly with Police.			Started April 2019– 2022	Metropolitan Police, Community Safety	MPS LIT SGV Lead and Partnerships Officer
	8) To help ensure stop and search is used in the best possible way, the Mayor is supporting the Met in rolling out judgement training for officers, to improve decision-making in the toughest situations. By the end of this year all frontline officers will be equipped with Body			Started 2019 – Complete December 2019	Metropolitan Police	

	Worn Video cameras, which have been found to boost the confidence of both officers and members of the public, with more transparency and better evidence of what has happened in a situation/ on site.		MOPAC funded and led initiative			
	9) MOPAC are leading a £200,000 media campaign Pan-London to be launched in the autumn 2017, including toolkits for schools and community groups, and work with media giants including Google to address online videos which glorify knife crime.			MOPAC Start date Autumn 2017	MOPAC	MOPAC
	10) Develop and build up a responsible retailer's agreement on the sale of corrosive substances to children under the age of 18.		MOPAC led	Started September 2019	Trading Standards, Community Safety, Metropolitan Police	Trading Standards Team Partnerships Officer EA BCU Licensing Team EA BCU Gangs Unit
	<b>Enforcement:</b> 11) Developing a new, targeted community sentence requirement for those convicted of knife possession, which can be used on top of jail time and traditional sentencing where appropriate. This will be developed with the London Community Rehabilitation Company (CRC), National Probation Service (NPS),			2019 – 2022	MOPAC, National Probation Service and Community Rehabilitation Company	MOPAC NPS A.C.O CRC Partnerships SPO

	courts and others.					
	12) Extending the MPS use of test purchases to include online sales, holding online retailers to account for illegal sale of knives to children.			2019-2022	MOPAC and Metropolitan Police	EA BCU Licensing Team EA BCU Gangs Unit
	13) MOPAC would like to pursue the 'Naming and Shaming' those retailers who continue to refuse training provisions and repeatedly are identified by the police and trading standards as selling illegally to underage customers.			Started September 2019 – 2022	Metropolitan Police, Trading Standards, Community Safety and Communications	EA BCU Licensing Team Trading Standards Team Partnerships Officer LBH Comm's Team
Police pursue response to knife crime. Operations and activity to disrupt, enforce against and prosecute offenders: This comprises of the strands of Gather Intelligence, Investigate, Enforce and Prosecute	1) Daily checks on HKC's on Crimint/ CRIS/ NSPIS	Stopping or reducing gang attacks/ knife crime	The Police knife crime agenda in Romford sits within the EA Gangs Unit remit of work.	Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	2) Gangs Unit to target and disrupt HKC's			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	3) Arrest enquiries to be carried out by Gangs Unit for HKC's and suspects for knife enabled crime who are shown on EWMS			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	4)EWMS (Emerald Warrant Management System) to be monitored for gun crime and knife crime month by month			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	5) Increased volume of forensic submissions of knives recovered			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	6) Briefings to be sent out reminding officers of their stop and search options			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit

	7) Knife crime impact statement to be prepared for future use			Started 2019-2022	Metropolitan Police	EA BCU Gangs Unit
	8) Use Super Recognisers <sup>25</sup> to assist with identifying suspects for outstanding offences			TBC	Metropolitan Police	Safer Neighbourhood Team
	9) Test purchase operations to be carried out by utilising local Volunteer Police Cadets and Trading Standards			Started October 2019-2022	Metropolitan Police, Trading Standard	EA BCU Licensing Trading Standards Team
	10) Identify and target Youth IOM cohort (identify top ten robbery suspects)			TBC	Youth Offending Service, Metropolitan Police	YOS Manager MET LIT
	11) Utilise Achilles heel tactics to target offenders including Op Dragoon <sup>26</sup> and Op Cubo <sup>27</sup>			Started 2019 – 2022	Metropolitan Police	Dragoon – EA BCU Partnerships CUBO – EA BCU Safer Neighbourhoods
	12) Close scrutiny of all arrests of HKCs to ensure no opportunities missed. An all-users email has been sent requesting a positive charging policy for all knife crime			Started 2019– 2022	Metropolitan Police	EA BCU Gangs Unit
Police prevent response to Knife Crime  – Target hardening, weapons sweeps, placed-based interventions: This comprises of the strands of Control, Disrupt, Divert and Task	1) Multi-agency approach to be utilised. This would include civil injunctions, eviction notices and licensing.	Stopping young people becoming involved in gangs and with weapons/ knives in the first place	TBC	Started April 2019– 2022	Metropolitan Police	EA BCU Gangs Unit
	2) CBOs are to be obtained with curfew, geographic & judicial controls for HKCs. All reactive CID and ERPT			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit

<sup>25</sup> Police officers with the ability to remember the faces of almost everyone they have ever seen are helping to crack down on crime

<sup>26</sup> Dangerous Driving

<sup>27</sup> Illegal Driving

	officers to be advised that if a gang member or HKC is arrested a CBO should always be considered					
	3) Greater focus on intervention, conflict resolution and/or mediation via local and pan London services such as London Gang Exit, Spark2Life, Box-Up Crime and St Giles Trust			Started April 2019– 2022	Metropolitan Police	EA BCU Gangs Unit
	4) Regular home visits to known HKC's including upon release from prison			Started April 2019– 2022	Metropolitan Police	EA BCU Gangs Unit
	5) Offer diversionary pathways by way of gang letters, gang exits, visits, etc.			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	6) Effective use and publicity of knife arches/bins			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	7)Weapon sweeps in known gang and HKC affected areas and other keys venues			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	8) Hot-spot patrols to be utilised to focus on high-harm wards. Consideration to be given to greater use of dispersal powers			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
Police protect response to knife crime  – Awareness raising: This comprises of the strands of Educate, Communicate, Respond and Safeguard	1) Engagement with business community to raise awareness and encourage retailers to become responsible and target harden stores to prevent shoplifting of knives (e.g. placement	Strengthening our protection against knife crime	TBC	Started April 2019 – 2022	Metropolitan Police Trading Standards Community Safety	EA BCU Gangs Unit EA BCU Licensing Team Trading Standards Team Partnerships officer

Page 155	within the store).					
	2) Use intelligence to identify emerging potential HKCs for early intervention			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	3) Safeguard repeat victims. Consider use of target hardening and special schemes. Liaison with housing authority may be required. Link in with Safeguarding hub to monitor high risk victims.			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	4) Greater use of ISTV hospital data to map knife crime hot spots (venues of incidents supplied to hospitals are often different or more enhanced than that provided to police			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	5) Use of social media to publicise anti-knife crime messages and good seizures			Started April 2019 – 2022	Metropolitan Police Community Safety and Communications	EA BCU Gangs Unit SGV Lead and Partnerships Officer LBH Comm's Team
	6) Ensure process is in place to identify/monitor repeat victims and repeat suspects.			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
Police preparation response to knife Crime  – Reducing the impact of crime and working with partners, strengthening community relations: This comprises of the strands of Engage, Assess, Share and Plan	1) Enhanced programme of education and focused prevention activity within school including regular weapon sweeps, staggered starting/finishing times	Mitigating the impact of knife attacks	TBC	Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit and Safer Schools Team
	2) Presentations to Community IAG's and Ward Panels to reassure them in order for the wider community to be kept updated with any			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit



	recent incidents. This will also gain support and buy-in from the IAG's.					
	3) Seek political engagement and additional support via local Councillors/MP's			Started April 2019 – 2022	Metropolitan Police	EA BCU Gangs Unit and Senior Management Team
	4) Major event planning and monitoring pre-event activity on social media			Started Summer 2017 – 2022	Metropolitan Police	EA BCU Gangs Unit MET Intelligence Team
	5) Greater performance scrutiny with regular meetings to identify best practice			2019 – 2022	Metropolitan Police	EA BCU Gangs Unit
	6) Local authority Serious Group Violence meetings to take place 10 – 14 days prior to the monthly Gangs EGYV multi-agency meeting. Intel sharing with partners and police feeding back information they have			Started August 2017 - 2022	Community Safety and Metropolitan Police	SGV Lead EA BCU Gangs Unit
	7) Focus on those looked after children who have been placed from other boroughs and the associated Care Homes			2019 -2022	Metropolitan Police Early Help and Youth Offending Service.	EA BCU Gangs Unit MET Intelligence Team Early help – MASH? YOS Manager

## Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	<i>Serious Group Violence and Knife Crime Strategy 2019-22EIA</i>
<b>Type of activity:</b>	<i>Strategy</i>
<b>Lead officer:</b>	<i>Chris Stannett, Serious Group Violence Lead, Community Safety and Development team</i>
<b>Approved by:</b>	<i>Vernal Scott, Diversity Advisor</i>
<b>Date completed:</b>	<i>October 2018</i>
<b>Scheduled date for review:</b>	<i>October 2021</i>

The Corporate Policy & Diversity team requires **5 working days** to provide advice on EIAs.

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	yes
<b>Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	no

# 1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at [diversity@haverling.gov.uk](mailto:diversity@haverling.gov.uk)

## About your activity

1	<b>Title of activity</b>	The Serious Group Violence and Knife Crime Strategy
2	<b>Type of activity</b>	<i>Strategy</i>
3	<b>Scope of activity</b>	The Serious Group Violence and Knife Crime Strategy is the response of the Havering Community Safety Partnership to national and regional initiatives to reduce levels of gang violence and knife crime.
4a	<b>Is the activity new or changing?</b>	<i>Changing</i>
4b	<b>Is the activity likely to have an impact on individuals or groups?</b>	<i>Yes – Youth offenders, adult offenders, and safer communities</i>
5	<b>If you answered yes:</b>	<i>Please complete the EIA on the next page.</i>
6	<b>If you answered no:</b>	<p><i>Please provide a clear and robust explanation on why your activity does not require an EIA. This is essential in case the activity is challenged under the Equality Act 2010.</i></p> <p><i>Please keep this checklist for your audit trail.</i></p>
<b>Completed by:</b>		<i>Chris Stannett, Serious Group Violence (SGV) Lead, Community Safety and Development team</i>
<b>Date:</b>		

## 2. Equality Impact Assessment

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

For more details on the Council's 'Fair to All' approach to equality and diversity, please visit our [Equality and Diversity Intranet pages](#). For any additional advice, please contact [diversity@havering.gov.uk](mailto:diversity@havering.gov.uk)

Please note the Corporate Policy & Diversity Team require **5 working days** to provide advice on Equality Impact Assessments.

Please note that EIAs are public documents and must be made available on the Council's [EIA webpage](#).

### Understanding the different needs of individuals and groups who use or deliver your service

In this section you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity).

Currently there are **nine** protected characteristics (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/maternity/paternity.

In addition to this, you should also consider **socio-economic status** as a protected characteristic, and the impact of your activity on individuals and groups that might be disadvantaged in this regard (e.g. carers, low income households, looked after children and other vulnerable children, families and adults).

When assessing the impact, please consider and note how your activity contributes to the Council's **Public Sector Equality Duty** and its three aims to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity, and
- foster good relations between people with different protected characteristics.

**Guidance on how to undertake an EIA for a protected characteristic can be found on the next page.**

## Guidance on undertaking an EIA

<b>Example: Background/context</b>							
<p><i>In this section you will need to add the background/context of your activity. Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<b>Example: Protected characteristic</b>							
<p>Please tick (✓) the relevant box:</p> <table border="1"> <tr> <td><b>Positive</b></td> <td></td> </tr> <tr> <td><b>Neutral</b></td> <td></td> </tr> <tr> <td><b>Negative</b></td> <td></td> </tr> </table>	<b>Positive</b>		<b>Neutral</b>		<b>Negative</b>		<p><b>Overall impact:</b> <i>In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.</i></p> <p><b><i>It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.</i></b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Positive</b>							
<b>Neutral</b>							
<b>Negative</b>							
<p><b>Evidence:</b> <i>In this section you will need to document the evidence that you have used to assess the impact of your activity.</i></p> <p><i>When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.</i></p> <p><i>It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.</i></p> <ul style="list-style-type: none"> <li>- <i>If you have identified a <b>positive impact</b>, please note this.</i></li> <li>- <i>If you think there is a <b>neutral impact</b> or the impact is not known, please provide a full reason why this is the case.</i></li> <li>- <i>If you have identified a <b>negative impact</b>, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the <b>Action Plan</b>.</i></li> </ul> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p><b>Sources used:</b> <i>In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:</i></p> <ul style="list-style-type: none"> <li>- <i>Service specific data</i></li> <li>- <i>Population, demographic and socio-economic data</i></li> </ul> <p><i>Suggested sources include:</i></p> <ul style="list-style-type: none"> <li>- <i>Service user monitoring data that your service collects</i></li> <li>- <a href="#"><i>Havering Data Intelligence Hub</i></a></li> <li>- <a href="#"><i>London Datastore</i></a></li> <li>- <a href="#"><i>Office for National Statistics (ONS)</i></a></li> </ul> <p><i>If you do not have any relevant data, please provide the reason why.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							

## The EIA

### Background/context:

The Council understands that barriers to opportunity can lead to anti-social and offending behaviour. By addressing the needs of gang nominals, it is hoped to reduce repeat incidences of offending behaviour and thereby improve the community environment.

The Serious Group Violence and Knife Crime Strategy is the response of the local authority to national and regional initiatives to reduce levels of gang and knife crime among those in contact with the criminal justice system, or on the periphery of crime. Havering has aligned its aims with those set out in the Mayor of London's 2017-2021 Police and Crime Plan, the Mayors 2017 Knife Crime Strategy and the Home Office report on Ending Gang Violence and Exploitation 2016. The vision for the Council's Serious Group Violence and Knife Crime Strategy is to provide a safe borough where children can grow, play, learn, travel and reach their potential without having to fear or experience crime. The second is to encourage those affected by serious youth violence, gangs and knife crime to choose a more positive life path and be offered the most appropriate service at the right time.

The strategy seeks to facilitate a reduction in serious group violence and knife crime at a local level by drawing together and building on the knowledge and expertise of the many agencies already engaged in resettlement work. When we don't have the expertise we will endeavour to source the best practice from elsewhere. The strategy strives to promote innovation, highlight examples of good practice, and identify areas for development. Its key theme is 'addressing need through partnerships.

The aims of this strategy are:

- To develop and drive a consistent approach across agencies to enable information sharing and assessment and management of risk associated with young people involved or at-risk of involvement in serious youth violence. The anticipated outcome is improved efficiency and a joined-up approach to the way local areas respond to youth violence.
- To support an effective, targeted enforcement approach which delivers swift and sure justice to the most harmful offenders. Ideally this will identify and provide pathways out of violence for young people wanting to make a break with the past, but undoubtedly will include suppression and enforcement of those refusing to exit violent lifestyles.
- To develop a consistent approach to recognising and commissioning what works in reducing the number of individuals who are involved in serious youth violence and associated criminality. The outcome being to prevent young people becoming involved in serious violence in the first place, with emphasis on early intervention and prevention.

The strategy has several work streams outlined below. Each work stream has specific activity and targets which are influenced by the specific needs of the individual, including any that might be diversity-specific).

Specifically, the strategy will focus on:

- Tackling knife crime and gang activity
- Early intervention for those on the periphery of gangs and knife crime
- Protecting and safeguarding children

The delivery and coordination of the Serious Group Violence and Knife Crime Strategy is overseen by the Reducing Re-offending Group. This group is chaired by the Assistant Chief Officer of the National Probation Service.

There are a range of agencies involved in the delivery of the Strategy. These are::

- National Probation Service
- Community Rehabilitation Company
- Police
- London Borough of Havering
- Family Mosaic
- Public Health
- Bass Hostel
- Mental Health Services
- Westminster Drugs Project
- Department Work Pensions
- Education/ Pupil Referral Units

Gangs are evolving and there are clear links regarding the the sexual abuse and manual labour exploitation of children and young people. . Evidence of this can be seen through the rapidly evolving County Lines (Drugs lines) and various child sexual abuse cases that consistently emerge within the borough. However, much of this is hidden and therefore goes undetected.

This EIA will focus mainly on those individuals who have been identified as a known gang members by the Police, are known to feature on the Habitual Knife Carriers list, or have been identified by the Serious Group Violence Partnership as an individual on the periphery of gangs.

*\*Expand box as required*

<b>Age: Consider the full range of age groups</b>		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

Gangs and Knife crime affects all ages. The youngest individual actively monitored from all the identified cohorts is 14 years old, whereas the oldest is 58 years old.

The current data shows that the most affected age cohort is 18-24 year olds.. 66% of known gang nominals on the Havering Police Trident Matrix fall within this age category. On top of this, 80% of the Habitual Knife Carriers in the borough are also over the age of 18.

Furthermore, of all the nominals monitored on the periphery list for serious group violence, only 8% are aged 16 and under. The majority are aged 17-24 years old.

The strategy aims to achieve a reduction in offending by providing more opportunities for young people to exit gangs and stay away from knife crime by:

- Providing services and resources to be targeted at the Youth 2 Adult Transition phase.
- Review the provision activities or free/inexpensive programmes for older teenagers
- working within Colleges and 6<sup>th</sup> Forms to keep individuals in school
- Refreshing the Periphery list and consulting with all services working frontline with children and adults to ensure that the right



		<p>people are being monitored who may be/are involved in gangs and knife crime.</p> <p>The flow of individuals linked to this characteristic is not expected to decrease over the next 4 years. The number of people at risk of becoming victims or involved in gangs/ group violence/ knife crime will most likely increase due to the increasing population.</p> <p>Havering has experienced the largest net inflow of children across all London boroughs. 30.9% of the Havering population of fall within the age group most affected by gangs. This percentage is expected to increase due to the inflow of children into the borough and going forward the aging of younger children previously listed in the baby boom.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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## Evidence:

### Habitual Knife Carriers

Youngest age 15, and oldest age 58

Average age 21

The category of age group with greatest representation is 18 with 5 (33%)

20% of HKC are under the age of 18

### Trident Gangs Matrix

Youngest age 15 and oldest age 47

11% of TGM nominals on the Havering matrix are under the age of 18.

66% of TGM Nominals are over the age of 18-24

25% are over the age of 24

### Other nominals of note (Shadow list)

Youngest age 14, oldest age 58

Average age 19

47% of nominals that are monitored are under 18 years of Age (Majority of which are 17 years old)

39% of nominals that are monitored are aged 17-18,

38% of nominals that are monitored are aged 18 -24

### Havering Demographics

- 30.9% of the population of Havering are aged 10-34.
- 25.3% of the population are aged 15-34. This is the known age group most affected by gangs, group violence and knife crime
- Havering experienced largest net inflow of children across all London boroughs (4,536 children) in a 6-year period (2010-2015)
- Largest increases in population will occur in children (0-17 years)

*\*Expand box as required*

## Sources used:

- Habitual Knife Carriers List – EA BCU Gangs Unit
- Trident Gangs Matrix for Havering – EA BCU Gangs Unit
- Havering Serious Group Violence Monitoring List – Community Safety
- Havering Data Intelligence Hub
- [https://www.haveringdata.net/population-demographics/?geography\\_id=f6fc3f50a6604807b7158781af87a271&feature\\_id=E09000016](https://www.haveringdata.net/population-demographics/?geography_id=f6fc3f50a6604807b7158781af87a271&feature_id=E09000016)
- Promoting mental health and wellbeing with men and boys: what works – Men's Health

<b>Disability:</b> Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
Please tick (✓) the relevant box:	
<b>Positive</b>	(✓)
<b>Neutral</b>	
<b>Negative</b>	<p><b>Overall impact:</b> There is currently no data available for analysis in relation to disability and gangs.</p> <p>However it is widely recognized that there is a direct correlation between mental health and gangs. A study by “Coid, 2013” (comparable age group to the majority of Havering nominals on the SGV, Gangs and Knife Crime cohort) reveals that gang members are significantly more at risk of mental health problems compared to a non-violent male. The research found that for gang members:</p> <ul style="list-style-type: none"> <li>• Anxiety disorders – 2 times higher risk</li> <li>• Psychosis – 4 times higher risk</li> <li>• Psychiatrist / mental health related admission – 8 times higher risk</li> <li>• Suicide attempt – 13 times higher risk</li> <li>• Antisocial personality disorder – 57 times higher risk</li> </ul> <p>The same study also revealed that the same males were also 16 times more likely to become drug dependent and 6 times more likely to become alcohol dependent.</p> <p>Possible explanations given by National Psychiatric Morbidity Survey for the overlapping of gangs membership and mental health are the same as those risk factors identified for mental health problems in childhood, which are :</p> <ul style="list-style-type: none"> <li>• From low-income households</li> <li>• From families where parents are unemployed</li> <li>• From families where parents have low educational attainment</li> <li>• Are looked after by the local authority</li> <li>• Have disabilities (including learning disabilities)</li> <li>• From black and other ethnic minority groups</li> <li>• Are in the criminal justice system</li> <li>• Have a parent with a mental health problem</li> <li>• Are misusing substances</li> <li>• Are refugees or asylum seekers</li> <li>• Are being abused/history of abuse</li> </ul> <p>By understanding the points above and local authorities being aware of the effects of the risk factors on gang members. Gangs and serious group violence can be better addressed.</p>

		<p>Further to this MAC-UK have been commissioned to do some specific work around gangs and mental health in Havering. Going forward MAC-UK are going to become a regular partner of the Serious Group Violence panel which will enable us to work in partnership and utilize this resource better. As a result we will develop our understanding around this characteristic within this cohort</p> <p>Further evidence could be gathered on this protected characteristic through the YOS, Probation, Spark2Life and early help for those who feature on the Gangs matrix or SGV list in order to provide a fuller local picture.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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### **Evidence:**

#### **(Coid, 2013)**

The largest study was a cross-sectional survey administered to a nationally representative sample of 4664 young men (aged 18-34 years) in the UK. The survey also oversampled men from areas with high levels of gang-related violence, such as Glasgow and Hackney in London. Participants were asked about gang violence, attitudes towards and experience of violence, and use of mental health services. Psychiatric diagnoses were measured using standardized screening instruments.

The survey categorised men into three groups: gang members, violent men (not in a gang) and non-violent men. Anxiety disorders x2

Psychosis – x4

Psychiatrist / mental health related admission x8

Suicide attempt –x13

Antisocial personality disorder- x57

- As much as 9 out of 10 prisoners report some kind of mental health problem (RC Psych)
- Mental health problems are much more common in prisoners than in the general population (RC Psych)
- Research shows that substance misuse may cause or increase symptoms of mental illness (RC Psych)
- Mental illness may lead someone to abuse substances (RC Psych)
- Physical health problems caused by alcohol have doubled in the last 10 years. Deaths have doubled over the last 15 years.
- The number of people with a mental illness and who misuse substances has increased by 62%, (RC Psych)

*\*Expand box as required*

### **Sources used:**

- Mac-uk.org  
<http://www.mac-uk.org/wped/wp-content/uploads/2013/03/Mental-Health-and-Gangs-Report-2013.pdf>
- UK, Coid et al 2013  
[https://www.researchgate.net/publication/248705697\\_Gang\\_Membership\\_Violence\\_and\\_Psychiatric\\_Morbidity](https://www.researchgate.net/publication/248705697_Gang_Membership_Violence_and_Psychiatric_Morbidity)
- St. Giles Trust SOS+ Junior Smart training literature  
National Psychiatric Morbidity Survey  
<http://committees.westminster.gov.uk/documents/s5535/Mental%20Health%20and%20Gan>

*\*Expand box as required*

Sex/gender: Consider both men and women		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  In Havering approximately 100 individuals are regularly monitored under the Gangs Unit, Serious Group Violence Panel and Habitual Knife Carriers list. All but one on the list is male.  The difference in numbers monitored is linked closely with the role of the characteristic within gangs.  There is frequently a debate as to whether or not the female is an actual gang member or if they are a victim of exploitation. There is a constant overlap between individuals (particularly young women) who are sexually exploited, children that go missing, and nominals involved in gangs and serious group violence. As a result the Havering Serious Group Violence Panel takes the cross-cutting nature of this work into consideration, and individuals that are regularly reported as missing or regularly linked to child sexual exploitation are discussed as an agenda item at the monthly panel meeting. As a result, the risk posed to both males and females is discussed, regardless of their role within the group.  Both males and females can be scored by the Police in order to be put on the Trident Gangs Matrix, however, females tend to not score high enough to reach the required threshold. The scoring is predominantly aimed at high risk and violent nominals (drugs and dealing drugs is not taken into consideration). Incidents where an individual has used a weapon (knife, bladed article, gun) elevates their risk scoring. Many of the females linked to gangs tend to carry weapons for the males so tend to go undetected. Males tend to be more frequently stopped and searched.  A significant amount of gang awareness training has taken place in Havering, where the roles of females has been discussed at length. As a result the Police will now search more females when stopping groups, if considered appropriate at the time. CCTV will monitor groups when incidents are taking place and will now track both the females and males; paying particular attention to the disposal of any objects (drugs, weapons etc...)
Positive	✓	
Neutral		
Negative		

*\*Expand box as required*

## **Evidence:**

### **Trident List**

44 on the list  
All Male

### **SGV Monitoring List**

49 on the list  
48 = Male  
1 = Female

### **Habitual Knife Carriers List**

15 on the list  
All Male

### **National Gangs Centre**

- Law enforcement agencies overwhelmingly report a greater percentage of male gang members versus female gang members
- A large percentage of agencies (nearly one-quarter) could not provide information regarding the prevalence of female membership within gangs, suggesting that this issue is of secondary or lesser significance for law enforcement.
- Despite a growing concern of females joining gangs, little to no change in the percentage is observed across survey years. (6-7%)

### **Role of Females within Gangs (Simon Harding)**

- Handling stolen goods
- Hiding
- Carry weapons
- Infiltrate a new area
- Explore new markets
- Carry drugs
- Laundering money and banking
- Relationships
- Line ups
- +more

*\*Expand box as required*

## **Sources used:**

- St. Giles Trust SOS+ Junior Smart training literature
- Habitual Knife Carriers List – EA BCU Gangs Unit
- Trident Gangs Matrix for Havering – EA BCU Gangs Unit
- Havering Serious Group Violence Monitoring List – Community Safety
- Simon Harding – Girls in the Gang: Agency and Roles a new interpretation.[https://www.google.co.uk/search?dcr=0&source=hp&q=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&oq=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&gs\\_l=psy-ab.3...1418.1418.0.1817.1.1.0.0.0.76.76.1.1.0....0...1.1.64.psy-ab..0.0.0....0.ViChIqUddTs](https://www.google.co.uk/search?dcr=0&source=hp&q=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&oq=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&gs_l=psy-ab.3...1418.1418.0.1817.1.1.0.0.0.76.76.1.1.0....0...1.1.64.psy-ab..0.0.0....0.ViChIqUddTs)
- National Gang Centre – Survey Analysis and Demographics<https://www.nationalgangcenter.gov/Survey-Analysis/Demographics>

<b>Ethnicity/race:</b> Consider the impact on different ethnic groups and nationalities	
Please tick (✓) the relevant box:	
<b>Positive</b>	(✓)
<b>Neutral</b>	
<b>Negative</b>	

*Haverling is one of the most ethnically homogenous places in London, with 87% of its residents recorded White (Data Intl Hub), which is higher than both London and England. It is projected that the White population will decrease from 85% (in 2015) to 79% (by 2030).*

*The BAME statistical breakdown of individuals on the Trident Gangs List, Habitual Knife Carriers list and the Serious Group Violence monitoring list is disproportionate to that of the local borough demographic. Both the gangs list and knife carriers list are made up of over 60% black males, where as white males account for just over 20%.*

*It is important to note that those who have ended up on the Haverling Gangs Matrix have only done so after carrying out gang related offences. This also applies to majority of those on the Serious Group Violence list. There are only 1 or 2 individuals on the Serious Group Violence list who feature due to regularly appearing with known gang nominals at the time of a community disturbance (such as an anti-social behavior call out) or are regularly around at the time of an offence. Therefore they have been added to the Serious Group Violence list as a precautionary measure to make sure they are being safeguarded and not exploited. At this point services such as Spark2life, London Gang Exit or other services available may be offered to the individual as a form of help or gang exit.*

*In order to feature on the Habitual Knife Carriers list, an individual must have committed a minimum of two bladed article (knives, sharpened objects, bladed household utensils etc.) offences.*

*Following the criteria above helps to ensure that those who feature on the Gangs Matrix, Serious Group Violence list and Habitual knife Carriers list is done fairly and can be justified. Therefore they feature due to their offending behaviour and not due to their race or ethnicity.*

*The issue around the disproportionality of BAME representation within the criminal justice system is not just a local or regional issue, but rather a national issue. Several studies have been done into this, including the 2017 David Lammy review on racial bias and BAME representation within the criminals justice system. The Prime Minister Theresa May has also launched a new government website specifically focusing on ethnicity facts and figures, including that of crime, justice and the law. We are awaiting national guidance from government on this characteristic.*

## **Evidence:**

### **Havering Ethnicity Breakdown %**

87.3% population is White  
4.9% population is Black  
4.8% population is Asian  
3% population is Other

Below is a Snapshot of Ethnicity of those monitored by the EA Gangs Unit, Serious Group Violence panel and those on the Habitual Knife carriers list. Using police intel, Black is equivalent to IC3 and White has been made up of both IC1 (White British) & IC2 (White Other)

### **Habitual Knife Carriers**

Black = 60%  
White = 27%  
Unknown = 13%

### **Havering Trident Gangs Matrix**

Black = 66%  
White = 20%  
Asian = 2%  
Unknown = 10%

### **Serious Group Violence List**

White = 37%  
Black = 35%  
(13 cases where no ethnicity was provided)

### **Nationally**

Rt Hon David Lammy Independent report into BAME 10-17 year olds in youth secure estate  
9 in every 10,000 young Black people in custody 2015/2016  
4 in every 10,000 young Mixed Ethnic people in custody 2015/2016  
2 in every 10,000 young Asian people in custody 2015/2016  
1 in every 10,000 young white people in custody 2015/2016

Of note: Proven reoffending rates for young white people who left custody between 2010 and 2014 and returned to custody within 6 months and 12 months were higher than for young black people

Of note: Over a quarter (28%) of those from the 'Asian and other' group had no criminal history prior to being sentenced to custody in 2016. This compares to 10% and 8% for young white and black people respectively. (This would suggest that the crimes committed by the Asian and other ethnic backgrounds are often more severe in order to receive a custodial sentence as a first time offender)

## **Sources used:**

- Ministry of Justice – David Lammy Report -Exploratory analysis of 10-17 year olds in the youth secure estate by black and other minority ethnic groups  
<https://www.gov.uk/government/publications/lammy-review-final-report>
- Havering Data Intelligence Hub  
[https://www.haveringdata.net/population-demographics/?geography\\_id=f6fc3f50a6604807b7158781af87a271&feature\\_id=E09000016](https://www.haveringdata.net/population-demographics/?geography_id=f6fc3f50a6604807b7158781af87a271&feature_id=E09000016)
- Havering Demographic profile  
<https://www3.havering.gov.uk/Documents/Equality-and->



Diversity/Demographic\_and\_Diversity\_Profile\_of\_Haverings\_Population\_Jan-15.pdf

- Habitual Knife Carriers List – EA BCU Gangs Unit
- Trident Gangs Matrix for Havering – EA BCU Gangs Unit
- Havering Serious Group Violence Monitoring List – Community Safety
- GOV.UK – Ethnicity facts and figures: crime, justice and the law

<https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law>

*\*Expand box as required*

**Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓)  
the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

There are no negative or adverse impacts regarding this protected characteristic as any intervention would be developed on a needs-led basis. Any identified issues or needs required by a person's faith or belief system would be respected and considered on an individual basis.

*\*Expand box as required*

**Evidence:**

No evidence currently available

*\*Expand box as required*

**Sources used:**

*\*Expand box as required*

**Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓)  
the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

Any identified issues or needs pertaining to a person's sexual orientation would be respected and considered on an individual basis. However, Gay or Bi-sexuality in the context of gangs is likely to generate stigma and distain, and can add mental pressure and have additional negativity on individuals who identify as such.

		<i>*Expand box as required</i>
<b>Evidence:</b>  Stonewall would be a source of information on all matters pertaining to LGBTQ communities.  <i>*Expand box as required</i>		
<b>Sources used:</b>  <b>The</b> Stonewall website is a source of information on all matters pertaining to LGBTQ communities.  <i>*Expand box as required</i>		

<b>Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
Please tick (✓) the relevant box:		<b>Overall impact:</b>  Any identified issues or needs pertaining to gender reassignment would be respected and considered on an individual basis. Gender reassignment in the context of gangs is likely to generate stigma and distain and can add mental pressure and additional negative impact upon individuals concerned.  <i>*Expand box as required</i>
Positive		
Neutral	✓	
Negative		
<b>Evidence:</b>  No data currently available  <i>*Expand box as required</i>		
<b>Sources used:</b>  No data currently available  <i>*Expand box as required</i>		

<b>Marriage/civil partnership:</b> Consider people in a marriage or civil partnership		
Please tick (✓) the relevant box:	<b>Overall impact:</b>	
<b>Positive</b>		<i>This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.</i>
<b>Neutral</b>	✓	
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b> <i>No data currently available</i>		
<i>*Expand box as required</i>		
<b>Sources used:</b> <b>No data currently available</b>		
<i>*Expand box as required</i>		

<b>Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave	
Please tick (✓) the relevant box:	
<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	

**Overall impact:**

In multi-agency risk panels this is something that is often dealt with on a case by case basis, partnerships and lead agencies will check that the person concerned is linked in with the health visitor, that the individual is set up with a GP and depending on their/ their partners age and their/ their partners offending history or possible substance misuse social services would be notified. Where there is a concern a Merlin report is raised. This is a report which is entered onto the police computer system that triggers a safeguarding alert. (Please note that parental consent is not required for this under the Human Rights Act of 1998)

Domestic Violence is trigger factor which can lead to gang's involvement and therefore needs to be taken into consideration when dealing with gangs and individuals on the serious group violence list. Many of the individuals concerned come from broken homes, have seen relationships that don't work and now find themselves in challenging personal relationships. Approximately 33% of domestic violence incidents start to get worse when the female is pregnant. It should be noted that a female offender is almost twice as likely to be a victim of Domestic Violence than a non-offender. It should also be noted that gang members can share traits with domestic violence abusers, particularly in cases where they like to maintain power and coercive control over their intimate partners.

	<p>It should also be noted from research that 1 in 4 young male offenders have disclosed experience of domestic violence.</p> <p>There are a number of routes available to raise concern around domestic violence when an offender/ or female linked to gangs/serious group violence is pregnant or on maternity. This can be through their:</p> <ul style="list-style-type: none"> <li>• GP</li> <li>• Midwife</li> <li>• Obstetrician</li> <li>• Health visitor</li> <li>• Social worker</li> <li>• Probation officer/ YOS officer</li> <li>• Drugs and alcohol worker</li> <li>• Other professionals.</li> </ul> <p>An individual affected by Domestic Violence can be referred to the Independent Domestic Violence Advisor or to Havering Woman's Aid. Where the victim is a male they may contact Mendas , the men only helpline for Havering .</p> <p>Further work has been done with Public Health England, the National Probation Service and the London Community Rehabilitation Company to make sure that all offenders over the age of 18 are given equal opportunity to access primary health care (IE: GP's, Dentists etc.). Therefore, any offender linked to gangs and serious group violence that is released as No Fixed Abode (NFA) will be able to use either the Probation Centre address or the drugs and alcohol services address as a care of address.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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#### **Evidence:**

- 1 in 4 young male offenders (sentenced or on remand) had experienced domestic violence at home
- Gangs and domestic violence victims are particularly vulnerable, not only to the abuser, but to the entire gang network. Since the power and control at the root of all domestic violence is intensified by the gang culture, gang members who abuse their intimate partners often utilize specific tactics to groom and entrap their victims
- Nationally 30% of women experience domestic violence in some way shape or form
- Over 50% of women in prison report having suffered Domestic Violence.
- Over 1/3 of domestic violence incidents starts to get worse when a woman is pregnant.
- One midwife in five knows that at least one of her expectant mothers is a victim of domestic violence
- A further one in five midwives sees at least one woman a week who she suspects is a victim of domestic violence

*\*Expand box as required*

## Sources used:

<http://www.refuge.org.uk/get-help-now/what-is-domestic-violence/domestic-violence-and-pregnancy/>

<http://www.nhs.uk/conditions/pregnancy-and-baby/pages/domestic-abuse-pregnant.aspx>

Greater London Domestic Violence Project

<http://www.thamesvalleypartnership.org.uk/wp-content/uploads/gangs-gldvp.pdf>

Prezi.Com – Kody Buchanan

[https://prezi.com/ut\\_c1wvcly\\_t/domestic-violence-and-gangs/](https://prezi.com/ut_c1wvcly_t/domestic-violence-and-gangs/)

*\*Expand box as required*

## Socio-economic status: Consider those who are from low income or financially excluded backgrounds

Please tick (✓) the relevant box:

Positive

✓

Neutral

### Overall impact:

It was highlighted in the Serious Group Violence Problem Profile of 2016 that many of the Socio Economic factors that affect those on the Serious Group Violence panel are the same as those that affect adult offenders. Therefore many of the same crossovers can be made

### Accommodation

The problem profile highlighted that accommodation featured high on a needs for serious group violence nominals due to living near to known offenders. With the ever increasing local population this is unlikely to reduce. At the time 85% of the cohort lived in private or unknown accommodation. Approximately 15% was social housing.

Pan- London Housing organizations and the Police Trident Unit are working together with Local Authorities to notify each other of known housing moves into other boroughs. When Havering is made aware of this, we work closely with partners to make sure the individual (and their family) is given appropriate support to settle in the Borough.

### ETE (Education, Training and Employment):

At present we do not have data on this, however going forward this will be measured for those that are being monitored under the gang mentoring programme. (Run by Spark2Life)

Negative

### Finance

40% of offenders have highlighted finances as a contributing factor to their offending. A further 60% stated that their lifestyle was the main contributing factor toward their offending. 35% of drugs and alcohol users stated that substance misuse was the contributing factor towards their offending. All of the above require money to maintain. Often offenders will borrow money from friends, family, banks, loan sharks, and also revert to crime in order to try and maintain their current position. As a result, massive debts can occur, , and relationships can breakdown. , court costs and victim cost will occu Financial entrapment can become all-encompassing and be compounded by feelings of no escape.

The Reducing Reoffending Strategy recognizes this and highlights the use of the Citizens Advice Bureau and the Money Advice service as a route to exiting. Support around debts, arrears, credit unions and basic money saving advice is provided.

County Lines (involving the use of mobile phone 'lines' by groups to extend

	<p>their drug dealing business into new locations outside of their home areas) continues to be an increasing issue nationally. This directly affects Havering too. We know this because a number of Havering missing children and gang nominals have confirmed this in their return home interviews, a number of Havering missing children have been found in various drug houses around the country, and a number of gang nominals have confirmed this in their professional key-working sessions. Most of them are paid very little if anything at all, or are paid using gifts in kind (clothes, watches, games consoles, trainers etc.).</p> <p>This issue is being addressed at all levels. At a national level laws are being brought in and adapted to expose this type of “business” as a form of modern day slavery. Those who are involved and convicted will receive much stricter custodial sentences (pushed by the home office). Guidance on how to deal with county lines is being disseminated at national and regional levels through forums and briefings (example: Ending Gang Violence and Exploitation forum). Locally in Havering training has been given to frontline staff on gangs, how they operate, raising their awareness to county lines and signs to look out for. Further work has been done by the Police Local Intelligence Team in terms of mapping county lines locally and monitoring information coming in on a daily basis which may be linked to this issue.</p> <p><b>Universal Credit</b></p> <p>The introduction of Universal Credit could have significant financial implications, both positive and negative. Universal Credit is designed to encourage people back into work. Those who would find themselves in employment but on a very low income (lower than on benefits) would find their wages topped up by universal credit. However, sanctions imposed by the Department of Work and Pensions will be significant, with the worst case scenarios being penalized for up to 3 years. Gang members and those on the Serious Group Violence regularly go missing for long periods of time and frequently go in and out of prison, therefore it is not unreasonable to expect that a number of them will be affected by the sanctions. (Those who are sanctioned will be able to claim hardship, this is where an individual will have their income reduced by 40%-60% depending on their circumstances)</p> <p>The other main fear with Universal Credit is that of the Single Payment. Offenders will be receiving their benefits, and if applicable, housing benefit, all in one amount, as highlighted above lifestyle. Debt and substance misuse may be distractions for individuals to spend their rent money on resulting in incurring debts. Offenders who have been identified as in debt or at high risk of not paying their housing benefit to their landlords (drug users, alcoholics, gamblers etc.) can be individually dealt with on a case by case basis by the Department of Work and Pensions (DWP) in order to find a suitable solution for all. In Havering Universal Credit is not expected to go live until February 2017 and will be fully operational by 2021. At present Havering only has approximately 800 individuals on Universal Credit.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p><b>Evidence:</b></p> <p><b>Havering Serious Group Violence Problem Profile (2016)</b></p> <ul style="list-style-type: none"> <li>SGV Problem Profile highlighted needs relating to Attitudes, Finance, Accommodation and Drugs as notably higher than that of the borough Average. Highest need identified among the SGV cohort was attitudes, which linked closely to other needs (lifestyle, drugs and</li> </ul>	

finance). For example, among the cohort socially there is a shared legitimate ambition to obtain symbolic material goods with one possible way of attaining those goods being low level drug dealing. For many of the cohort, acquiring material possessions legitimately may be difficult. Due to family and individual circumstances (low income household, unemployed, limited skills and qualifications, age), which then act as rationalizations for crime. The SGV cohort attitudes collectively endorse criminality and adhere to 'road' culture. (Road Culture' is a Black influenced youth culture that is played out in public settings 'on road' [streets and housing estates], where young people choose to spend the majority of their leisure time. Life 'on road' is associated with violence and/or threat of violence, which can emerge over perceived slights or disrespect, or within the realm of retail level of the illegal drug market which is where many young men 'on road' sought a living.

- Accommodation was high largely due to the cohort living near to known offenders. Just under 15% of the cohort resided in social housing (6 Homes and Housing, 6 other registered social landlords including Old Ford and Swan). The majority resided in privately rented or owner occupied dwellings, further analysis is needed to establish whether or not these properties may be owned by other local authorities. This data would need to be obtained using council tax databases for Havering.
- Shortterm improvements have been observed with some individuals where enforcement tools have been used to prevent association with pro-criminal peers, and requirements to engage with commissioned services have aided said individuals into undertaking employment. However, support is predominantly linked to the timeframe of statutory orders (youth offending service, probation, CRC) and ends with them. The nature of intervention and engagement work is short term, usually less than 12-months, and recidivism has shown to be highly likely thereafter.

#### **Havering Adult Offender Profile**

- 39.8% offenders in Havering identified finance as a contributing factor to their offending
- 59.8% offenders in Havering identified lifestyle as a contributing factor to their offending
- 34.7% offenders in Havering identified drugs as a contributing factor to their offending
- 35.3% offenders in Havering identified alcohol as a contributing factor to their offending
- 23.8% offenders in Havering identified accommodation as a contributing factor to their offending

*\*Expand box as required*

#### **Sources used:**

- Havering adult offender profile  
<https://www.gov.uk/universal-credit/overview>
- **National Crime Agency**  
<http://www.nationalcrimeagency.gov.uk/publications/620-NCA-Intelligence-Assessment-County-Lines-Gangs-and-Safeguarding/file>
- **Criminal exploitation of children and vulnerable adults: county lines**  
<https://www.gov.uk/government/publications/criminal-exploitation-of-children-and-vulnerable-adults-county-lines>



*\*Expand box as required*

## Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
Disability	Data around this protected characteristic, in the context of gangs and knife crime, has not been collated by services. Whilst there is some scattered data available, there is not enough to make any meaningful conclusion	New pilot service commissioned MAC-UK to specifically look at this characteristic within Gangs/ those at risk of being in gangs.  Mentoring Service Spark2Life working with nominals on the SGV and Gangs list will be able to provide data on this protected characteristic going forward	Failure to capture or identify individuals suffering from negative side effects of this characteristic may result in increased harm to themselves, others and property.  Information we might receive in the future from MAC UK, Spark2Life, YOS and Probation may highlight trends we have not previously considered.  Understanding this characteristic and the reasons leading to the development of this characteristic will enable local authorities to better address Gangs, Serious Group Violence and Knife Crime.	31 <sup>st</sup> October 2018	Chris Stannett

			members.		
<b>Religion/faith</b>	Data around this protected characteristics has not been collated by services.	Organisations such as MAC-UK, Spark2life, National Probation Service and the Community Rehabilitation Company will be asked to start sourcing the information.  However it will be subjective and the majority of it is down to voluntary disclosure.	This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.  Any identified issues or needs required by a person's specific characteristic would be respected and considered on an individual basis.	To be developed and reviewed for Quarter 3, 2021	Chris Stannett
<b>Gender reassignment</b>	Data around this protected characteristics has not been collected by services.	Organisations such as MAC-UK, Spark2life, National Probation Service and the Community Rehabilitation Company will be	This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.  Any identified issues or needs required by a person's specific	To be developed and reviewed for Quarter 3, 2021	Chris Stannett

		<p>asked to start sourcing the information.</p> <p>However it will be subjective and the majority of it is down to voluntary disclosure.</p>	<p>characteristic would be respected and considered on an individual basis.</p> <p>However some of the characteristics in the context of gangs is likely to generate stigma and distain and this can add pressure and have additional negative impact upon individuals who identify as such. Where a negative impact may be predicted to occur, appropriate support will be sourced.</p>		
<b>Sexual orientation,</b>	Data around this protected characteristics has not been collated by services.	<p>Organisations such as MAC-UK, Spark2life, National Probation Service and the Community Rehabilitation Company will be asked to start sourcing the information.</p> <p>However it will be subjective and the majority of it is down to</p>	<p>This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.</p> <p>Any identified issues or needs required by a person's specific characteristic would be respected and considered on an individual basis.</p> <p>However some of the characteristics in the context of gangs is likely to generate stigma and</p>	To be developed and reviewed for Quarter 3, 2021	Chris Stannett

		voluntary disclosure.	distain and this can add pressure and have additional negative impact upon individuals who identify as such. Where a negative impact may be predicted to occur, appropriate support will be sourced.		
<b>Marriage/civil partnership</b>	Data around this protected characteristics has not been collated by services.	Organisations such as MAC-UK, Spark2life, National Probation Service and the Community Rehabilitation Company will be asked to start sourcing the information.  However it will be subjective and the majority of it is down to voluntary disclosure.	This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.  Any identified issues or needs required by a person's specific characteristic would be respected and considered on an individual basis.  However some of the characteristics in the context of gangs is likely to generate stigma and distain and this can add pressure and have additional negative impact upon individuals who identify as such. Where a negative impact may be predicted to occur, appropriate support will	To be developed and reviewed for Quarter 3, 2021	Chris Stannett

			be sourced.		
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\* You should include details of any future consultations you will undertake to mitigate negative impacts

\*\* Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## Review

The EIA is to be reviewed at the same time as the Reducing Reoffending Strategy.

The next review date: 31/10/2021

# Position paper: toward a strategy for safeguarding adolescents in Havering

## Introduction

1. This position paper sets out the argument in favour of a new partnership strategy in Havering for working towards safeguarding adolescents. The paper makes the case – referring to national and local factors - that an integrated approach is required to tackle serious emerging issues concerning adolescent risk, including criminal exploitation, county lines, and modern slavery. The proposed strategy would encompass a data-led and systemic approach to prediction, prevention, intervention and disruption to reduce risk so that adolescents in Havering can lead happy, healthy lives.

## National context and the drivers for change

2. Nationally, there is recognition for the need for new strategy, policy and guidance for safeguarding adolescents and that the systems for child protection and youth justice do not work effectively enough for adolescents. Safeguarding services have typically been designed around younger children and their families, and not with due consideration to the needs of adolescents who experience risks outside of the family and home contexts. Criminal justice has tended to apply adult enforcement concepts to adolescent situations without a full understanding of the circumstances of adolescent lives.
3. In 2018, the government has published an updated version of Working Together to Safeguard Children, which includes explicit attention to “contextual safeguarding” and to adolescents who are “vulnerable to abuse or exploitation outside their families” (DFE, 2018)<sup>i</sup>. The new guidance outlines the demand to address contextual factors:

Assessments of children in such cases should consider whether wider environmental factors are present in a child’s life and are a threat to their safety and/or welfare. Children who may be alleged perpetrators should also be assessed to understand the impact of contextual issues on their safety and welfare. Interventions should focus on addressing these wider environmental factors, which are likely to be a threat to the safety and welfare of a number of different children who may or may not be known to local authority children’s social care. Assessments of children in such cases should consider the individual needs and vulnerabilities of each child. (Ibid)

4. The risks arising from situations outside the family interact with a wide range of needs such as social exclusion, poor physical and emotional health, barriers to learning and SEND. The growing sense that the present systems of protection and enforcement are not effective in meeting the diverse needs of and reducing risks to adolescents, is accompanied by an increase in understanding about adolescent development (Hanson and Holmes, 2014).<sup>ii</sup>
5. Adolescence is a complicated phase of development for both the adolescent and parents/carers and it’s vital that families and professionals alike understand the risks that adolescents are exposed to. The approaches we adopt in work with adolescents must deal with both support and enforcement methods in balance, as different combinations of these elements are required at different times to reduce risk and improve outcomes.
6. Emerging approaches to safeguarding adolescents recognise that traditional systems focus on risks within the family and this can mean that *professionals miss risks external to the family*, underestimate the pull factors for adolescents, and have unrealistic expectations of care givers to be able to provide protection from these risks. Youth justice and policing systems have traditionally applied adult-based principles to adolescents who commit crime and can over-



emphasise enforcement methods that do not take account of the constrained circumstances of adolescents who sometimes believe they have no other choices.

7. These emerging issues ask that critical thinking is applied to frameworks that underpin our work with adolescents. An understanding of adolescent development and the distinctive risks that adolescents face must be consistently applied across policy and practice so that we can:
  - a. Understand the contexts of adolescent lives, so that resources are used in the right places and services are designed and delivered in ways that respond to the risks that exist within peer groups, social networks and other contexts as well as within families;
  - b. Maximise opportunities for integrated working methods that deliver effective prediction, prevention, intervention and disruption;
  - c. Avoid harmful assumptions about adolescent choices: do not minimise the significance of adolescent perspective, recognise the nature of 'constrained choices' and do not perceive risk in adolescent life as adult 'lifestyle' choices;
  - d. Recognise, assess and respond to the challenges involved in reducing adolescent risk and breaking harmful cycles of behaviour (Ibid, adapted).

## **Havering context**

8. Havering is committed to improving the life chances of all the children in the borough. However the local partnership – in line with the national response outlined above - has identified risks to adolescents as causes for concern that require collective strategy and action.
9. Havering Safeguarding Children Board's (HSCB) response to safeguarding adolescents is informed by its understanding of issues such as gangs and youth violence with a specific focus on highlighting changes and emerging themes.
10. Significant progress has made by the HSCB and partners in safeguarding children and adolescents. Good arrangements are in place to respond to: children who are missing from home, school or care (Children Missing); children who are at risk of or who are being sexually exploited (CSE); and children who come to the attention of the criminal justice system, via the Youth Offending Service (YOS). The CSE, Serious Group Violence and Missing panels are well understood by the partnership and functioning well to respond to these issues.
11. These arrangements have been developed in parallel to growing understanding of the emerging issues facing adolescents across the region and nation, established through focused problem profiles, national and local learning and intelligence pictures involving vulnerable adolescents.
12. However, the safeguarding arrangements in Havering do not yet take full account of the nature of emerging risks to the criminal exploitation of children including involvement in county lines<sup>iii</sup> and modern slavery. Current arrangements are not able to assess – through analysis of data – the full picture of risks associated with criminal exploitation of adolescents. Current data on the complex of vulnerability factors including child in need, child protection and looked after children data is not matched with other risk factors such as persistent absence and exclusions from school, among others.
13. In order to understand the risks that adolescents are exposed to outside of the family and home, data analysis must reach a point where there is a commentary on the proportion of children who go missing, who are in care, or at the edge of care, and who are in contact with the criminal justice system who are - or may in the future be - at risk of exploitation. Such a commentary will provide one element in the development of predictive and preventative responses to serious risk and criminal activity.

## **Proposed purpose and scope**

14. The strategy's primary purpose would be to address the risks faced by vulnerable adolescents through effective leadership, multi-agency partnership working, and an integrated prevention and intervention offer in response to emerging risks. The HSCB will ensure the effective coordination of partnership activity and oversee developments in respect of the difference that they are making to the lives of adolescents.
15. The strategy's overall scope would be focussed on safeguarding adolescents from abuse and exploitation. To do this effectively, a range of other vulnerabilities need to be better understood and interventions need to adapt, including stronger prediction and prevention, with partners, peers, families and communities being better involved in the design of how to understand and respond to these issues.
16. The strategy will seek to understand the complexities of adolescent lives and to recognise that the risks of abuse and exploitation can be exacerbated by a range of vulnerabilities with the impact of suffering harm that leads to life-long consequences unless effectively addressed.
17. Practice increasingly suggests that our response should not separate out adolescent risks and vulnerabilities. In this sense, it is proposed that the HSCB develop integrated arrangements that actively consider and effectively respond to complexity. Risk factors proposed for scope include (but are not limited to):
  - a. Child Sexual Exploitation (including Harmful Sexual Behaviours)
  - b. Children missing from home, care and education
  - c. Children and adolescents exposed to risk through gang involvement, county lines, trafficking and serious youth violence.
  - d. Domestic Violence and Abuse (DVA)
  - e. Violence Against Women & Girls (VAWG)
  - f. Adolescent Neglect
  - g. Self-harm and Suicide
  - h. Substance Misuse
  - i. Radicalisation
  - j. Special Educational Needs and Disabilities (SEND)
18. As adolescents develop, their experiences of abuse are often associated with public spaces in which they spend their time. As such, a critical focus of this strategy will be on how adolescents are better protected and supported by a wider range of individuals and bodies in a wider variety of contexts. Public spaces also include the virtual world and the strategy must maintain attention to how adolescents access technology and use social media.

## **Values, aims, and principles**

19. The strategy will draw on evidence about effective practice from contemporary research and apply it to the future safeguarding system in Havering. The following values, aims, principles and priorities suggest parameters to develop an understanding of the complexities of adolescent vulnerabilities, and to create an effective multi-agency response. It proposes a foundation upon which a Havering contextual safeguarding framework can be developed, and outlines methods to strengthen prediction, prevention, intervention and disruption with vulnerable adolescents.

## *Values*

20. In order to embed a culture of understanding about the nature of safeguarding adolescents, we propose that the new strategy build on the existing Havering vision for children and families, and be based on the following values:

- a. Recognise that adolescents are children first, not adults;
- b. Understand the development and support needs of adolescents as distinct from those of under 10s or adults;
- c. Understand the distinct needs of adolescents with SEND;
- d. Value the range of experiences of the adolescent population of Havering and respond to the needs of adolescents of all genders, ethnicities, sexual identities and beliefs;
- e. Understand the diverse influences in adolescent lives;
- f. Maintain a focus on the risks that adolescents are exposed to in contexts outside of the family and the home;
- g. Consider the positive and negative impact of risks adolescents take in exploring their growing independence;
- h. Recognise constrained choices that adolescents may feel powerless to avoid;
- i. Maintain a balance between support and enforcement proportionate to an understanding of adolescent development and circumstances.

## *Aims*

21. In order to build this vision and work relation to these values, the following aims are proposed to achieve a systemic and relationship-based approach to safeguarding adolescents:

- a. Explore the multi-faceted issues of adolescent development and safeguarding, and respond to these issues in a comprehensive way;
- b. Respond to peer networks, pull factors, and the influence of individuals and groups that cause harm to adolescents and can lead them to make choices that increase the risks that they are exposed to;
- c. Act to reduce the particular biases gender and races biases reinforced by some traditional approaches to harmful sexual behaviour, child criminal and sexual exploitation and group violence; Add examples here, ethnicity, cultural, gender etc.
- d. Respond to the needs of adolescents with SEND who may be at higher risk of abuse;
- e. Respond to the risk factors that can have negative impact on outcomes including substance use, social media, and mental health issues;
- f. Develop a consistent and flexible practice framework – in the context of an integrated working approach – and a workforce development plan that creates a culture shift in the way that we deliver services that improve outcomes for adolescents;
- g. Support all professionals – across thresholds and disciplines – to be brave and innovative, to hold and manage risk, and to eliminate all language that blames and stigmatises adolescents.

## *Principles*

22. The Association of Directors of Children's Services (ADCS) and Research in Practice (RiP) have investigated the evidence on adolescent risk and development. They argue that there is a wealth of knowledge within agencies, adolescents and their families, which must be galvanised and used to improve risk prevention and protection (Hanson and Holmes, 2014). ADCS/RiP propose 7 principles and this present practice guide seeks to follow each of them:
- a. **Work with adolescent development** –*perception, autonomy, aspiration, and skills*
  - b. **Work with adolescents as assets and resources** *e.g. draw on strengths to build confidence and resilience*
  - c. **Promote supportive relationships between adolescents and their family and peers**
  - d. **Prioritise supportive relationships between adolescents and key practitioner(s) through service design**
  - e. **Take a holistic approach both to adolescents and the risks they face** – *e.g. avoid labelling adolescents according to risks they face*
  - f. **Ensure services are accessible and advertised** – *respond to adolescent autonomy, advertise the benefits and provide outreach*
  - g. **Equip and support the workforce**

## *Proposed strategic priorities*

23. Work is already underway to scope a programme that responds to the galvanising challenges set out above. The partnership in Havering understands the need to place this programme in the context of wider strategies and plans that influence the safety and wellbeing of children and adolescents. It is essential that adolescent risk and vulnerability form part of the wider conversation and scrutiny at existing strategic forums, so that all agencies are working together to understand and respond to the emerging issues and the connections between them.
24. A strategic programme must aim at transformation of thinking and practice and demands commitment to ongoing dialogue and coproduction with residents and with groups representing local communities in Havering. Strategic priorities must be informed by both an understanding of local issues and an analysis of the data, which will provide the focus for improving safeguarding arrangements and creating an integrated response to vulnerable adolescents.
25. The following strategic priorities are proposed for the partnership to consider:
- a. **Prediction:** develop analysis of key data sets to support effective prediction, prevention, intervention and disruption that respond to adolescent risk factors;
  - b. **Leadership:** set out the terms of reference for a safeguarding adolescents strategy group – a subgroup of the Havering Safeguarding Children Board - to provide oversight and challenge for the development of the strategy and programme;
  - c. **Prevention:** conduct appreciative enquiry and gap analysis of current policy and practice in work with adolescents across the professional partnership including application of systemic, relationship-based, restorative and strength-based practices to prevent harm and exploitation of adolescents;
  - d. **Intervention:** scope the design of multi-disciplinary offer and integrated working methods that respond to the needs and risks of adolescents as assessed through data analysis;

- e. **Disruption:** build on available disruptive techniques to develop outreach and place-based interventions that reduce adolescent involvement in violence and crime;
- f. **Communication and workforce development:**
  - i. produce and oversee a partnership communication plan to disseminate and promote new ways of working;
  - ii. create a workforce development plan that meets the training needs of professionals across the partnership who are working with adolescents at risk.

## Prediction

26. All professionals and volunteers working in the Havering along with adolescents, families, communities, businesses need to know about the problems facing adolescents in the context of risks of abuse and exploitation. This understanding encompasses the signs and symptoms of exploitation and the factors that enhance risk to adolescents. Everyone must know what to do if they are worried about an adolescent. Leaders and managers must understand the intelligence and use this to target prevention, intervention and disruption that make adolescents safer.
27. A strategic approach to prediction will:
  - a. Engage the broader community to create public confidence in the actions of agencies and encourage communities to be vocal about exploitation and abuse.
  - b. Engage adolescents, families and communities to understand their perceptions and to gather relevant intelligence. All participate in being part of the solution;
  - c. Give professionals proportionate knowledge of the profile of adolescent vulnerability in Havering. This includes the contextual factors that exacerbate risk and the consequential vulnerabilities arising from exploitation;
  - d. Support professionals, families, businesses to identify adolescent vulnerability, know who to contact, and know what will be done in response;
  - e. Coordinate analytical support across a range of agencies to identify themes, patterns and trends relating to adolescent vulnerability. Stronger intelligence gathering on individuals, peer groups and locational hotspots engages a tactical response from the partnership to make adolescents safer;
  - f. Identify cohorts of adolescents who don't meet thresholds for current interventions under Social Care statutory services or youth justice systems and offer them targeted prevention;
  - g. Support professionals to recognise the impact of diversity and identity on adolescent vulnerabilities and how biases can lead to low identification of some issues (e.g. young males who are sexually exploited);
  - h. Support professionals to recognise the impact of discrimination and disadvantage (including child poverty) and how these can create conditions for enhanced vulnerability;
  - i. Build professional confidence in how and when to share information. Communication at operational and strategic levels is frequent and effective, with intelligence shared beyond LA areas.

## Leadership

28. Strong leadership is needed to successfully tackle the range of risks facing adolescents. Political leaders and senior leaders across the partnership of agencies, the local community and business have a collective responsibility to set the culture within which abuse and exploitation are not tolerated. Leadership that creates a culture of professional curiosity, challenge and appropriate escalation of concerns is fundamental. Strong leadership will ensure that this approach is embedded into the professional and community response to child abuse and exploitation.
29. Supporting this priority, vulnerable adolescents will remain a key strategic focus in the HSCB business plan and to the objectives of the HSCB; coordinating what is done by partners and scrutinising the effectiveness of operations.
30. A partnership subgroup of the HSCB is proposed to ensure ongoing connectivity across policy and practice in safeguarding adolescents. The HSCB will ensure that the strategy is driven forward by the subgroup and remains responsive to any work arising from the London Safeguarding Adolescents Steering Group (LSASG). Via the leadership of the subgroup:
  - a. The safety and wellbeing of vulnerable adolescents at risk of exploitation will continue to be prioritised across all relevant organisations and community settings and this is evidenced in strategic planning.
  - b. The culture of organisations will be set by senior leaders who will prioritise active engagement with adolescents to gain and maintain their trust. Adolescents are confident that their concerns are taken seriously, and that help is provided when needed. This culture will help drive a stronger response by peer groups in helping protect their friends and associates.
  - c. Partnership activity in Havering will engage a broader range of organisations and individuals in the protection of vulnerable adolescents in extra-familial settings (i.e. schools, neighbourhoods, public, transport hubs, community centres or in areas where adolescents congregate). Leaders fully commit to engaging their staff in this priority.

## Prevention

31. A committed focus on an integrated approach to early intervention will be needed to prevent vulnerability from escalating to more serious forms of harm. In the context of exploitation, this priority relates to the effective identification and mitigation of risk by multi-agency working both before an adolescent reaches adolescence and when they are in the adolescent stage.
32. Strong early help systems, robust responses to domestic violence and the effective identification and tackling of neglect are key, and some of these are already in place across Havering. Equally applicable is the work undertaken directly with children and adolescents, educating and empowering them to support friends, build resilience to exploitation and better understand the risks that they might face, including in online spaces.
  - a. Appreciative enquiry and mapping of existing good practice across universal, community and early intervention settings including the application of strength-based and restorative approaches to work with adolescents.
  - b. Adolescents who are particularly vulnerable to exploitation (i.e. looked after children, missing children) are identified early and supported by their families/carers, professionals, and their community to prevent and build resilience against exploitation.

- c. Professionals engaged in providing universal and targeted services to adolescents, through organisations identify vulnerabilities and harmful attitudes and can empower adolescents to build positive and healthy attitudes towards relationships and friendships, gender identity, and sexuality.
- d. Schools deliver high quality sex and relationships education and where they strive to take a whole-school approach to gender equality, safeguarding, and preventing exploitation.

## **Intervention**

- 33. Recognising positive work with risk and intervention to date, especially around CSE, Missing and serious violence, the strategy should focus on building on current professional practice – such as systemic therapy or restorative practice - that is known to be effective in the protection of children and adolescents.
- 34. This focus does not detract from the need to consider innovative ways to address adolescent risk and vulnerability but covers the ‘basics’ such as: information being shared appropriately, risks being assessed comprehensively, work remaining focussed on the child or adolescent, escalation being engaged as appropriate and case recording being contemporaneous and accurate.
- 35. In terms of innovation, the focus proposed is on finding effective ways of working with vulnerable adolescents beyond the child protection and criminal justice responses, including:
  - a. The co-design with adolescents, families and professionals of an integrated system and multidisciplinary offer that responds to adolescent risk and need;
  - b. Implementation of contextual safeguarding approaches outside of the family and home that improve outcomes for vulnerable adolescents;
  - c. Enduring support to children and adolescents who have been exploited, ensuring that what is offered is appropriate for each individual child or adolescent based on their gender, age, ethnicity, disability, and the nature of the exploitation that they have experienced;
  - d. Adolescents demonstrating harmful sexual behaviours are identified and support put in place to address their behaviours;
  - e. Havering develop their collective expertise through joint learning exercises and strong partnership;
  - f. Quality assurance processes by the HSCB and partners that will provide reassurance that both basic and innovative practices remain robust.

## **Disruption**

- 36. A range of disruption techniques are required to build the trust and confidence of victims of crime. Such techniques will move beyond a focus on managing an individual or a group of individuals, to developing place-based interventions through, for example, schools, parks, shopping centres or other spaces where adolescents congregate.
- 37. Through the implementation of such strategies, public confidence will increase; with individuals and communities empowered to report the signs of CSE and other forms of exploitation – knowing that robust and effective action will follow. It also focuses on the targeting and pursuit

of offenders that brings them to justice and interventions with adolescents to reduce and manage any risks that they may pose to others.

38. Effective disruption also requires that the vulnerabilities of adolescents engaged in the criminal justice system are effectively identified. It recognises that some adolescents do not fit neatly into the categories of victim / perpetrator and this needs to be better understood when considering the most effective response to their needs and/or actions.
- a. Professionals identify, assess and mitigate any vulnerabilities that might reduce the chances of adolescents exiting gang culture or involvement in youth crime and violence;
  - b. Robust policing responses to perpetrators are in place: agreeing and monitoring investigation plans to run alongside support plans developed in response to a child criminal and/or sexual exploitation referral;
  - c. All agencies effectively share information and routinely utilising intelligence-led disruption in relation to any local businesses, individuals or groups associated with exploitation;
  - d. Agencies flexibly apply the full range of disruption tactics available through both criminal and civil routes to protect children and adolescents, including powers available in relation to licensing, health and safety, fraud, housing provision and related legislation;
  - e. Where identified, to strongly advocate changes in legislation to better protect and better deter offenders from exploiting adolescents for the purposes of criminal activity
  - f. Robust offender management strategies post-conviction and/or effective intervention strategies that reduce the risk presented by identified abusers.

## **Communication and Workforce Development**

39. All professionals in Havering working with adolescents must be equipped with systemic and relationship-based ways of working that respond to the latest research on adolescent development and will improve the response to children aged between 10-18 who experience risk or harm. The strategy should provide opportunities for quality conversations that help us to build professional relationships and contribute to developing a skilled multi-agency workforce that works together to reduce risks and to keep individuals and families safe. The details of a communication and workforce development plan are to be developed through further stakeholder engagement.

## **Proposed timeline**

40. A provisional timeline is proposed for developing a programme and offer that will respond to the challenges set out above:
- a. Dec 18 – Feb 19: stakeholder engagement and co-design events that develop the local vision for Havering's innovative approaches to prediction, prevention and intervention
  - b. Feb 19 – May 19: a transition period to transform the current offer
  - c. May 19 – Sep 19: engaging the professional partnership to develop our prevention offer
  - d. Sep 19: the launch of a new integrated offer and development programme
  - e. Sep 19 – Aug 20: a parallel study and evaluation of the innovation



[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/729914/Working\\_Together\\_to\\_Safeguard\\_Children-2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf)

<sup>ii</sup> <file:///C:/Users/CMichel/Downloads/evidence-scope-that-difficult-age-summary-and-key-points.pdf>

<sup>iii</sup> A definition of County Lines: a group (not necessarily affiliated as a gang) establishes a network often between an urban hub and county location, into which drugs (primarily heroin and crack cocaine) are supplied. A mobile phone line is established in the market, to which orders are placed by introduced customers. The line will commonly (but not exclusively) be controlled by a third party, remote from the market.

The group involved in County Lines exploits young or vulnerable persons, to achieve the storage and/or supply of drugs, movement of cash proceeds and to secure the use of dwellings (commonly referred to as cuckooing). The group or individuals exploited by them regularly travel within and between the urban hub and the county market, to replenish stock and deliver cash. The group is inclined to use intimidation, violence and weapons, including knives, corrosives and firearms. (National crime agency, 2017)

N.B For the purposes of this practice guide, 'County lines' will be referred to as Child Criminal Exploitation (CCE) when discussing children who have been groomed into this activity. We are clear that County Lines is a form of exploitation and trafficking that can happen in any local authority area (is not restricted to the either rural or urban locations) and as such, children who have been groomed into this will not be treated as perpetrators of this crime.

## CABINET

17<sup>th</sup> April 2019

### Subject Heading:

**Violence Against Women and Girls (VAWG) Strategy 2019- 2022**

### Cabinet Member:

Councillor Viddy Persaud, Cabinet Member for Public Protection and Safety

### SLT Lead:

Caroline Bruce

### Report Author and contact details:

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 01708 432927

### Policy context:

**The Havering Community Safety partnership plan 2017-2020 was approved by Full Council on 12<sup>th</sup> July 2017.**

**Addressing Violence Against Women and Girls was identified as a key priority within the plan**

### Financial summary:

The strategy will be delivered through existing resources.

### Is this a Key Decision?

*Significant effect on two or more Wards*

### When should this matter be reviewed?

Crime and Disorder O&S reviewed the draft strategy on 11<sup>th</sup> September 2018.

For progress review in February 2020

### Reviewing OSC:

Crime and Disorder O&S

## The subject matter of this report deals with the following Council Objectives

Communities making Havering  
 Places making Havering  
 Opportunities making Havering  
 Connections making Havering

[X]

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## **SUMMARY**

The Violence Against Women and Girls Strategy (VAWG) sets out the council's commitment to tackling all forms of violence against women and girls in Havering. It sets out clear priorities and a programme of work through a dedicated action plan.

Havering has a Mayor's Office for Policing and Crime (MOPAC) target to reduce repeat victimisation for domestic violence by 5% aligned to its London Crime Prevention Grant 2019-2021.

## **RECOMMENDATIONS**

That Cabinet approve the VAWG strategy 2019-2022

## **REPORT DETAIL**

- 1.1 In A Safer City for All Londoners: [The London] Police and Crime plan 2017-21, the Mayor set out his priorities for policing and crime reduction for his term in office. Tackling violence against women and girls (VAWG) is one of the three overarching priorities within that plan, and the Mayor subsequently published A Safer City for Women and Girls in spring 2018; setting out actions to tackle issues and improve services. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annually refreshed community safety plan. Addressing violence against women and girls is a key priority within the Havering Community Safety Partnership, Partnership Plan 2017/18 to 2019/20. This is the second VAWG strategy for the Borough.
- 1.2 Havering has aligned its objectives with those set out in the Mayoral Violence against Women and Girls Strategy for London, and we have set the following aims:
  - Prevention and early identification of violence against women and girls
  - Protection and support all for those experiencing violence and abuse
  - Taking enforcement action against perpetrators, and ensuring that police and partners are supported in using their powers to full effect.
- 1.3 The work programme is set out in a dedicated action plan and is available in Appendix 1.
- 1.4 Consultation on the VAWG Strategy 2019-2022 took place with the Havering Community Safety Partnership on 18th July 2018 and 18th October 2018, Overview and Scrutiny on 11th September 2018 and with a

service user focus group facilitated by Havering Women's Aid over the summer of 2018.

- 1.5 The recent Annual Strategic Assessment reviewed crime data from the period October 2017 to September 2018. Havering experienced 2405 domestic abuse (DA) crimes during this period, an increase of 5.3 % when compared to the previous 12 months. The level of DA violence with injury for this period was 665 crimes. The level of DA incidents, which refers to incidents between partners or family members where the police have been called but no crime has been committed, however has reduced by 309 incidents, or 7.1%
- 1.6 A Domestic Violence Multi Agency Risk Assessment Conference (DVMARAC) is a victim focused information sharing and risk management meeting attended by all key agencies, where high risk cases are discussed. The role of the MARAC is to facilitate, monitor and evaluate effective information sharing to enable appropriate actions to be taken to increase public safety. In a single meeting, MARAC combines up to date risk information with a timely assessment of a victim's needs and links those directly to the provision of appropriate services for all those involved in a domestic abuse case: victim, children and perpetrator.
- 1.7 In Havering, the MARAC is held every 3 weeks, chaired by a detective inspector from the East Area BCU Safeguarding team. From 1st January 2018 to 31st December 2018, there were 339 cases referred to the MARAC. In 325 cases the victim was female and in 14 cases the victim was male. Nine of the victims were aged 17 or below. There were 505 children identified as being part of the 339 households. Four cases involved individuals aged 17 or below as perpetrators of domestic abuse.
- 1.8 A number of services to support victims of domestic abuse are available in the Borough:
  - Refuge provision: - Havering Women's Aid are commissioned to provide refuge space and floating support to women fleeing violence. The refuge provides space for 23 women and their children.
  - Domestic abuse advocacy project: - Havering Women's Aid provides advocacy support to victims of domestic abuse. Victims can contact the service directly to receive advice and support Monday to Friday. They offer floating support, group support and 1-2-1 counselling is also available on 01708 728759. This service is funded to March 2021.
  - Men only service: - MENDAS is an organisation based in Havering that can offer support to male victims of domestic violence. They offer floating support and 1-2-1 counselling. This service is funded to March 2021.
  - Pan London Independent Domestic Violence Advocate (IDVA) service: - The Mayor's Office for Policing and Crime (MOPAC) fund 3 IDVAS in Havering. They are co-located in Romford Police Station, Queens Hospital (Maternity and A&E) and Children's Services to provide ongoing

support to high risk victims of domestic abuse. This service is currently being recommissioned by MOPAC and will be aligned to the Tri-Borough BCU going forward.

- Solace Women's Aid:- Funded through the London Councils grant scheme, Solace Women's Aid provide support groups and counselling through Havering's Children's Centres

- 1.9 The VAWG Strategy is to be delivered over a three-year period. The action plan will be refreshed annually to take into account emerging trends, or developments in legislation or working practices. This Strategy will be implemented and monitored by the VAWG Strategic Group which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference (MARAC). Progress will be reported annually to the Crime and Disorder Overview and Scrutiny Group.

## REASONS AND OPTIONS

### Reasons for the decision:

- 2.1 The Council and other statutory partners, including Health, have a duty under the Crime and Disorder Act 1998 to produce a plan to reduce crime and disorder within the borough for combatting the misuse of drugs, alcohol and other substances and for reducing re-offending. There is no apparent legal arising directly from this report.
- 2.2 The Havering Community Safety Partnership Plan 2018-19 identified violence against women and girls as a priority.
- 2.3 This plan is in line with sections 5 -7 of the Crime & Disorder Act 1998, Police and Justice Act 2006 and The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2011/1830.
- 2.4 The existing VAWG strategy ended in 2018.

### Other options considered:

- 3.1 Not to develop a VAWG strategy. This was not considered a viable option due to the levels of domestic abuse in Havering and the risks posed by this to residents.

## IMPLICATIONS AND RISKS

### **Financial implications and risks:**

- 4.1 The Strategy will be delivered through existing resources. £60K has been secured from the MOPAC London Crime Prevention fund to fund a continuation of advocacy services from April 2019 to March 2021.
- 4.2 Refuge provision is commissioned through Adult Social Care.

### **Legal implications and risks:**

- 5.1 The Havering Community Safety Partnership Plan 2018-19 identified violence against women and girls as a priority.
- 5.2 This plan is in line with sections 5 -7 of the Crime & Disorder Act 1998, Police and Justice Act 2006 and The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2011/1830. The Council and other statutory partners including Health have a duty under the Crime and Disorder Act 1998 to produce a plan to reduce crime and disorder within the borough for combatting the misuse of drugs, alcohol and other substances and for reducing re-offending. There is no apparent legal arising directly from this report.

### **Human Resources implications and risks:**

- 6. No HR implications directly arising from this report

### **Equalities implications and risks:**

- 7.1 The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:
  - (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
  - (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
  - (iii) foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

- 7.2 A full EIA has been completed as part of the refresh of the VAWG strategy and is available as Appendix 2.

<b>BACKGROUND PAPERS</b>
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Appendices

1. *Havering VAWG Strategy 2019- 2022*
2. *Havering VAWG Strategy EIA 2018*

# Havering Violence against Women & Girls Strategy

2019- 2022  
Final



# Document Control

## Document details

<b>Name</b>	<i>Havering Violence against Women &amp; Girls Strategy</i>
<b>Version number</b>	<i>V0.4</i>
<b>Status</b>	<i>Draft</i>
<b>Author</b>	<i>Diane Egan</i>
<b>Lead officer</b>	<i>Caroline Bruce</i>
<b>Approved by</b>	<i>HCSP</i>
<b>Review date</b>	<i>April 2022</i>
<b>Supersedes</b>	<i>V0.3</i>
<b>Target audience</b>	<i>All staff and partner agencies</i>
<b>Related to</b>	<i>See <b>Appendix 3</b> for full list of related documentation</i>

## Version history

<b>Version</b>	<b>Status</b>	<b>Date</b>	<b>Dissemination/Change</b>
<b>V0.1</b>	<i>Initial Draft</i>	<i>Oct-17</i>	<i>Internal</i>
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<i>Vo.4</i>	<i>Final</i>	<i>October 18</i>	<i>HCSP</i>

## Equality Impact Assessment record

<b>Date</b>	<b>Completed by</b>	<b>Review date</b>
25/09/2018	Diane Egan	2022

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## Foreword

Thank you for reading the Violence against Women and Girls Strategy 2019-2022 for the London Borough of Havering.

This Violence against Women and Girls (VAWG) Strategy has been produced on behalf of the Havering Community Safety Partnership (HCSP). It sets out the plans and actions that the partnership aspires to as a result of the *VAWG problem profile 2016* and the MOPAC VAWG Strategy 2019-2022. These documents form an analysis of the risk, prevalence and harm of violence against women and girls in Havering.

The Partnership's local intelligence shows that this is a significant issue for Havering, with growing volumes of victims coming to our attention. This strategy is the result of the focused analysis which sets out actions and recommendations for various partnership groups in respect of prevention, provision and protection.

This strategy is aligned with our vision for Havering, and supports our aim to achieve a clean, safe environment for all; and to help our residents to make positive lifestyle choices and ensure a good start for every child to reach their full potential. We will support families and communities to look after themselves and each other, with a particular emphasis on our most vulnerable residents.

The Community Safety Partnership welcomes the support from the Havering VAWG Strategic group and the Mayor's Office for Policing and Crime (MOPAC), which sees tackling violence against women and girls as a key priority within the Police and Crime Plan launched in 2017.

We look forward to working in conjunction with the Mayor's Office for Policing and Crime to ensure this strategy is achieved.

**Andrew Blake Herbert**  
**Chief Executive**  
**London Borough of Havering**  
**Chair of the HCSP**

**Jason Gwillim**  
**Borough Commander**  
**East Area BCU**  
**Vice Chair of the HCSP**

## Executive Summary

In *A Safer City for All Londoners: [The London] Police and Crime plan 2017-21*, the Mayor set out his priorities for policing and crime reduction for his term in office. Tackling violence against women and girls (VAWG) is one of the three overarching priorities within that plan, and the Mayor subsequently published *A Safer City for Women and Girls* in spring 2018; setting out actions to tackle issues and improve services. The Havering Community Safety Partnership (HCSP) strategic assessment 2017 recommended that VAWG be retained as key strategic priority locally.

VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering. Domestic violence also accounts for a third of all physical violence reported to agencies, with the *Crime Survey for England and Wales 2017* finding that nationally 32.2% of violent offences were flagged by police as domestic abuse (the highest of any type of crime). This is despite high levels of underreporting, and the most recent estimate, as provided in the *Crime Survey for England and Wales 2015*, estimated that around four in five victims (79%) of partner abuse did not report the abuse to the police. Unfortunately, of those who do report crimes to police this does not necessarily end their suffering, and in Havering 29% experience at least one further incident in the twelve months following their first report.

The rate of calls to police regarding incidents or crimes in Havering which are marked as being domestic-related equates to one call every 87 minutes (this is unchanged since the last VAWG strategy was completed). The *Crime Survey for England and Wales 2017* estimated that 20.5% of people aged 16 to 59 (6.8 million victims) had experienced some form of domestic abuse since the age of 16, which means there are potentially around 30,000 survivors of domestic abuse currently residing in Havering.

Currently Havering delivers a number of initiatives and services to address VAWG using four strands – Prevention, Provision, Protection and Partnership. The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high quality services which respond to local needs, and ensure that robust enforcement action is taken against perpetrators.

Havering has aligned its objectives with those set out in the Mayoral Violence against Women and Girls Strategy for London, and we have set the following aims:

- Prevention and early identification of violence against women and girls

- Protection and support all for those experiencing violence and abuse
- Taking enforcement action against perpetrators, and ensuring that police and partners are supported in using their powers to full effect.

The Violence against Women and Girls Strategy is to be delivered over a three-year period. The action plan will be refreshed annually to take into account emerging trends, or developments in legislation or working practices. This strategy will be implemented and monitored by the VAWG Strategic Group which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference (MARAC).

## Introduction

In his Police and Crime plan 2017-2021 the Mayor of London set out priorities for policing and crime reduction for his term in office. Tackling violence against women and girls (VAWG) is one of three overarching priorities within that plan. The Havering Community Safety Partnership (HCSP) strategic assessment 2017 recommended that VAWG be retained as a key strategic priority locally under the *protecting vulnerable individuals/victims* strand of work.

VAWG can include different types of abuse, including psychological, physical, sexual and emotional; and can take a number of forms, including domestic violence, female genital mutilation, forced marriage, sexual exploitation, sexual harassment, prostitution, trafficking and honour based violence (please refer to **Appendix 3 – What do we mean by violence against women and girls?**).

VAWG accounts for the greatest socio-economic cost to community safety partnership services in Havering (*estimated at £24million per annum across all services, not including human and emotional costs to victims*<sup>1</sup>). Domestic violence accounts for a third of all physical violence reported to agencies, even despite high levels of underreporting. Calls to police alone occur at a rate of one every 87 minutes in Havering. The *Crime Survey for England and Wales 2017* found that 26% of all women aged 16-59 (*and 15% of all men*) had experienced domestic abuse since the age of sixteen. In the previous year before taking part in the crime survey, 7.5% of women and 4.3% of men had suffered domestic abuse; with those younger in age more likely to be victims. These estimates suggest that there could be around 30,000 survivors of domestic abuse currently residing in Havering, with 5540 females and 3010 males suffering from abuse which was reported to Police in the past year.

Analysis of local calls to Police which are marked as a *domestic incident* or *domestic crime* show that higher levels are received between 4pm and 10pm Monday to Thursday, and throughout the afternoon on Saturday and Sunday; with highest volumes being received between 8pm and 10pm on Saturday and Sunday evenings.

VAWG is also a public health and safeguarding issue. More than 50% of female mental health service users have experienced domestic violence<sup>2</sup> whilst more than 35% of abused women experience depression and anxiety disorders<sup>3</sup>. VAWG also commonly results in self-harm and attempted suicide. Locally the impact on young people is also significant with almost 50% of

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<sup>1</sup> Havering Community Safety Partnership Strategic Assessment 2013

<sup>2</sup> Department of Health 2003

<sup>3</sup> Astbury, 1999; O'Keane, 2000; Humphreys, 2003; Humphreys and Thiara, 2003; Vidgeon, 2003

child protection plans affecting children in households suffering domestic abuse<sup>4</sup>. Whilst physical injuries from violence are the most obvious impact, other health related issues can include gynaecological disorders, cardiovascular disease, adverse pregnancy outcomes and sexually transmitted infections<sup>5</sup>.

Violence can have direct consequences for health, and it can increase the risk of future ill health. Additionally, VAWG is a commonly cited precursor and contributory factor to offending by prisoners in the United Kingdom<sup>6</sup>. 25% of the local cohort of individuals being supported by the *National Probation Service* (NPS) said they had a history of perpetrating domestic abuse, and 23% of the local *Community Rehabilitation Company* (CRC) cohort also disclosed this; while 1% of NPS service users had suffered domestic abuse, as had 3% of the CRC's cohort.

Currently Havering delivers a number of initiatives and services to address VAWG using four strands – Prevention, Provision, Protection and Partnership.

- Campaigns and communications messages are used to prevent violence by challenging attitudes and behaviours and providing information on where to seek support sooner rather than later.
- Provision of support for those experiencing violence is delivered through a number of agencies including Victim Support London, Havering Women's Aid, East London Rape Crisis Centre and London Violence Against Women and Girls (VAWG) Consortium.
- Action taken to reduce the risk to women includes provision of refuge accommodation, independent domestic violence advocacy, and the multi-agency risk assessment conference (MARAC).
- Key stakeholders are involved in a local strategic group to monitor the work being done as well as identify and address problems or trends.

The Violence against Women and Girls Strategic Problem Profile 2016 (see **Appendix 2**), identified key areas for development in Havering to continue to address VAWG and these are reflected in a comprehensive action plan.

In the financial year 2017-18 Havering police recorded 2,300 offences of domestic abuse (DA), compared to 2288 in the previous financial year. By comparison, the level of DA Offences for the whole of London has increased by 5.1% between 2016/17 and 2017/18; greater than the 0.5% increase locally.

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<sup>4</sup> Havering Violence Against Women & Girls Strategic Problem Profile 2013

<sup>5</sup> Adverse Health Conditions and Health Risk Behaviors Associated with Intimate Partner Violence, US Department of Health 2008

<sup>6</sup> Prisoners' childhood and family backgrounds, results from the Surveying Prisoner Crime Reduction (SPCR) longitudinal cohort study of prisoners, Ministry of Justice 2013

During the same period the police recorded 4091 domestic abuse incidences, compared to 4666 the previous financial year. DA incidents fell by 3.2% across London and 14.1% locally when comparing the financial-year periods.

Havering has also experienced a 3.9% reduction in DA violence with injury (VWI) locally, from 701 to 674, when comparing 2016/17 and 2017/18; compared to a 1.4% increase in the level for the whole of London.

Over the past 12 months in Havering there have been two trends which have emerged as a distinct area of risk:

- There have been 45 incidents between April 2017 and March 2018 identified in which a person aged under 18 has committed a criminal act against a parent or similar guardian figure. These crimes were split between violence (31) and criminal damage (14). Some reports listed factors such as autism or ADHD; however there were a worrying amount of offences which stemmed from minor arguments, or from unreasonable demands made by the young person. This abuse is known amongst professionals as *adolescent-to-parent* violence.
- *Elder abuse* has been a theme observed in referrals to MARAC and during discussions with professionals, with 140 crime reports between April 2017 and March 2018 involving a victim aged over 55, and a suspect who is their 'grown-up' child; another younger relative (grandchild, niece/nephew etc.); or a person responsible for providing care. Violence accounts for over half of these crimes (53%), with *theft* and *criminal damage* offences each accounting for 18% of the total.

Through this strategy we will work within the VAWG Strategic Group to ensure we deliver an effective co-ordinated multi-agency response to tackle violence against women and girls, which will be evidence based and measurable in its success.



## Vision

The strategic vision is to prevent and eliminate all forms of violence against women and girls through the development of policies and procedures to address violence, develop programmes of preventative work, provide high quality service provision which responds to local needs, and ensure that robust enforcement action is taken against perpetrators.

This strategy is aligned with our vision for Havering, and supports our aim to achieve a clean, safe environment for all; and to help our residents to make positive lifestyle choices and ensure a good start for every child to reach their full potential. We will support families and communities to look after themselves and each other, with a particular emphasis on our most vulnerable residents.

## Aims, Objectives and Outcome

Havering has aligned its objectives with those set out in the Mayoral Violence against Women and Girls Strategy for London, and has set the following aims:

- Prevention and early identification of violence against women and girls.
- Protection and support all for those experiencing violence and abuse.
- Taking enforcement action against perpetrators, and ensuring that police and partners are supported in using their powers to full effect.

Performance measures will be agreed annually by the Havering Community Safety Partnership.

## Timescales

The Violence against Women and Girls Strategy is to be delivered over a four-year period. The action plan will be refreshed annually to take into account emerging trends, or developments in legislation or working practices.

## Related Documents

Please refer to **Appendix 5** for key documents and strategies related to this document.

## Consultation

Development of this strategy has involved consultation with all member agencies of the Havering Community Safety Partnership. Representatives from all of these areas are present within the VAWG strategic group.

## Authorisation and Communication

The strategy will be authorised by the Havering Community Safety Partnership.

The stakeholders of this strategy are as follows:

- Barking, Havering Redbridge University Trust
- Havering Council
- Havering Local Safeguarding Children's Board
- Havering Safeguarding Adults Board
- Havering Women's Aid
- London Fire Brigade
- East Area BCU
- Havering CCG
- Community Rehabilitation Company
- National Probation Service
- North East London Foundation Trust
- Registered Social Landlords
- Voluntary Sector
- Victim Support

## Implementation and Monitoring

This strategy will be implemented and monitored by the VAWG Strategic Group which reports directly to the Havering Community Safety Partnership. The strategic group will also have oversight of the Multi-Agency Risk Assessment Conference.

## Action Plan and Performance Measures

An Action Plan and performance measures are included at the end of this strategy document. The Action Plan will be delivered through the Violence Against Women & Girls Strategic Group which meets quarterly.

## Evaluation and Review

The VAWG strategic group will produce quarterly reports to the HCSP against progress and performance. The action plan will be refreshed annually. The strategy will be reviewed in January 2022.

## Achievements and Successes

We would like to take this opportunity to highlight some of the positive results and outcomes since the launch of the previous VAWG strategy in 2014. All VAWG partners were asked to share examples of work which they considered to be a success, and the following organisations responded:

Havering Women's Aid (HWA):

- The refuges have supported 223 families during this period.
- HWA's *Floating support* worker is providing community-based support for approximately 60 service users each month.
- MENDAS (Men's domestic abuse service) was launched in 2015 and we have seen a year-on-year increase in referrals for male victims of domestic abuse.
- HWA's adult counselling service has been set up, and we are supporting 40 clients per week.
- HWA's children's counselling service is supporting seven children per week within the refuge and *floating support* service which HWA provide.
- A counselling service for families at the refuge is due to commence in summer 2018.
- HWA drop-in sessions are extremely well attended; with ten sessions running each week.
- HWA provide support groups for women and have had 89 attendees this year.
- Eight staff have undergone training and achieved IDVA (Independent domestic abuse advocate) status with HWA

Victim Support – Court IDVA service:

- In the last quarter, IDVA attendance at court was almost 100% (thus achieving the aim of supporting all DV victims who attend for trial).
- Quote from Tony Morgan - Citizens Advice Bureau (which is responsible for general Victim Support Services within courts) regarding the IDVA service in Romford Magistrates Court: *"From my perspective the system seems to be working out extremely well. We have found it invaluable to have an IDVA on-hand at court to offer the expert support and specialist advice to this particularly vulnerable category of victim, and I know from the feedback that we receive from the victims and their supporters that the IDVA's help is greatly appreciated by them. Apart from the help and assistance that the IDVAs provide in helping my own volunteers support this*

*type of victim, there have been a number of occasions where an IDVA has supported a prosecutor in dealing with a particularly emotional or reluctant witness”.*

#### Troubled Families:

- As of September 2014 (the start of TF Phase 2) there have been 507 families nominated to the programme under the criteria of DV/DA (this is usually in conjunction with other criteria such as Child in Need, health needs, financial exclusion etc.)
- To date we have evidenced that 278 of these families have made sustained progress in dealing with domestic abuse within their family, and have not experienced abuse within six months of interventions concluding.
- The remaining cases nominated for DV/DA are either still receiving interventions, or are being monitored for the mandatory 6 month period post-intervention.

#### Early Help:

- Since September 2014 to date, 436 families have warranted an assessment and package of work from a Family Practitioner where domestic violence has been the key indicator and area of need for intervention.

#### Young People's Mentor Service:

- Since April 2017 to date, 12 young people have been supported on a one-to-one basis by a Volunteer Mentor on account of having witnessed domestic abuse.
- For a period of six to twelve months, each young person has met weekly with their mentor, co-creating a plan to explore their feelings of safety and risk, and personal strategies to deal with the consequences of domestic violence.

#### Havering MARAC:

- MARAC has heard a total number of 1020 cases between the launch of the last Strategy in Sept 2014 and June 2018.
- 257 of the cases were heard as repeat victims of DV in line with national *Safelives* guidelines.
- The Havering MARAC currently has 18 core agencies from which a *Single-Point-of-Contact* attends every meeting (not including the chair and co-ordinator). This is the highest recorded number of SPOC's in attendance, highlighting the robust MARAC that Havering operates.

Havering Champions Network:

- A total of 186 champions have been trained in Havering; able to inform their colleagues on correct procedure for referrals and advise on other matters concerning domestic abuse.

## Further information

Please contact Community Safety on 01708 432927

## Appendix 1: Equality Impact Assessment

## Appendix 2: Violence against Women and Girls Strategic Problem Profile



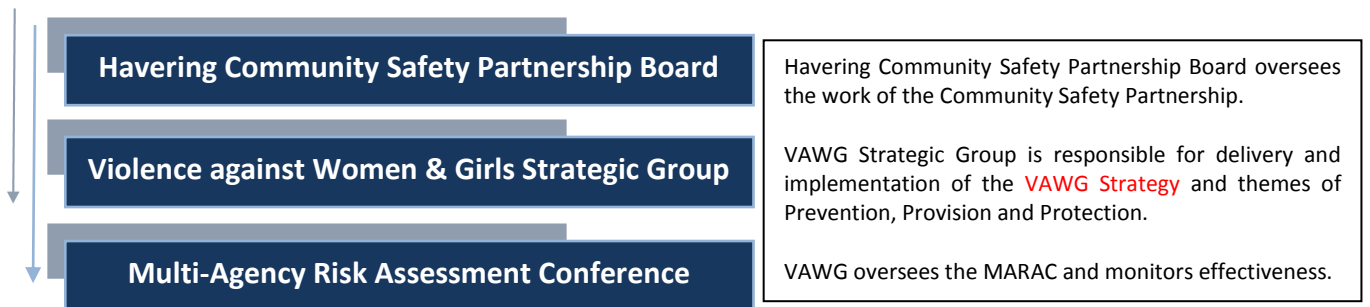
VAWG Problem  
Profile 2015-16.pdf

## Appendix 3: What do we mean by violence against women and girls?



VAWG Definitions  
and Glossary.pdf

## Appendix 4: Governance





## Appendix 5: Related documents and strategies

### **Locally:**

- Havering Joint Strategic Needs Assessment
- London Borough of Havering Corporate Plan 2017-18
- London Borough of Havering Community Safety Partnership Plan 2017-20
- London Borough of Havering Health & Wellbeing Strategy
- London Borough of Havering Service Plans
  - Learning & Achievement
  - Children's Services
  - Homes & Housing

### **Regionally:**

- London Child Protection Procedures 2013
- London Crime Reduction Board Anti-Gangs Strategy
- A Safer London for Women & Girls: Mayoral VAWG Strategy 2018-21
- Metropolitan Police Policy on Domestic Violence
- Metropolitan Police Child Sexual Exploitation Policy

### **Nationally:**

- Borders, Citizenship and Immigration Act 2009
- Child Abduction and Custody Act 1985
- Children Act 2004
- Children & Young Persons Act 2008
- Children, Schools, Families Act 2010
- Civil Partnership Act 2004
- Crime and Disorder Act 1998
- Domestic Violence, Crime and Victims Act 2004
- Domestic Violence Disclosure Scheme Guidance 2016
- Domestic Abuse Bill 2018
- Education Act 2011
- Equality Act 2010
- Every Child Matters 2003
- Family Law Act 1996
- Female Genital Mutilation Act 2003
- Forced Marriage (civil protection) Act 2007
- Health & Social Care Act 2012
- Homelessness Reduction Act 2017
- Housing Act 2004
- Modern Slavery Act 2015
- National Action Plan to Tackle Child Abuse Linked to Faith or Belief 2012
- Policing & Crime Act 2009
- Protection from Harassment Act 1997
- Protection of Freedoms Act 2012
- Safeguarding Vulnerable Groups Act 2006
- Serious Crime Act 2007
- Serious Organised Crime and Police Act 2005
- Sexual Offences Act 2003

### **Globally:**

- Human Rights Act 1998
- United Nations Convention on the Rights of the Child
- United Nations Trafficking Protocol

## Action plan

Strategy Objective	Project/Action	Outcomes	Resources	Timescale	Lead Agency / Individual	Impact on other Services and Organisation
A. Prevention and early identification of violence against women and girls	1. Co-ordination of the Violence Against Women & Girls Strategic Group.  1) To implement the VAWG Strategy Action Plan. 2) To monitor progress and hold partners to account.	Improved multi-agency response to violence against women and girls.  To implement any recommendations that arise from the DV consultation and Bill.	Staff	Ongoing	Community Safety Partnership  VAWG officer	Increased awareness of the prevalence of VAWG in Havering.
	2. Police to introduce a tri-borough steering group.	Improved, more consistent response to DV across the tri-borough area	Staff	March 2020	Police	There will be a uniform approach across the tri-borough MARAC's.
	3. Increase awareness of VAWG through communication with local residents and messages in the workplaces of partner agencies.  1) To incorporate VAWG within the HSCP communications plan.  2) To revise current publications related to VAWG and develop literature to cover existing information gaps (e.g Clare's Law; safeguarding in public spaces and at night etc.).  3) Develop a one- stop website.  4) Ensure work includes targeting of under-represented characteristics (BAME, LGBTQ, Disability), and those with no recourse to public funds.	Improved awareness amongst professionals and public of all forms of VAWG (inc. stalking, HBV, FGM, trafficking, modern day slavery, CSE, prostitution, and harassment in the workplace and public spaces).  Introduction of the Modern Day Slavery working group  Improved confidence amongst victims who are encouraged to report abuse to services.  Improved access to information about services available.  Increased reporting to, and uptake of VAWG services within the borough.Support	Staff	Ongoing	Community Safety Partnership  Corporate Communications	Increased awareness of the prevalence of VAWG in Havering and improved referral pathways for victims will lead to increase in victims accessing multi-agency services (statutory and non-statutory).

		delivery and implementation using annual conference, regular social media messages, and workshops.				
	<p>4. Safeguard the needs of young people and vulnerable adults.</p> <p>1) Delivery of VAWG training through the Local Safeguarding Children's Board.</p> <p>2) Delivery of VAWG training through the Safeguarding Adults Board.</p> <p>3) Develop E-learning training for VAWG.</p> <p>4) Develop a VAWG induction pack for all new employees of the VAWG partnership and cascade messages to existing employees.</p>	<p>Early identification to ensure that victims and their children are supported and safeguarded appropriately.</p> <p>Increase in staff confidence when responding to disclosures of VAWG.</p> <p>Ensure that all staff that fall under the partnership are equipped with knowledge about VAWG in Havering, and referral pathways.</p>	LSCB	March 2020	LSCB Training Officer and VAWG Officer.	<p>Early identification will lead to improved service provision and better outcomes for victims.</p> <p>Increased and confident use of safeguarding procedures to protect adults and children.</p>
	<p>5. Ensure effective interventions at the earliest opportunity.</p> <p>1) Provision of improved SRE policies in primary and secondary schools to raise awareness of VAWG and healthy relationships.</p> <p>2) Safer schools officers to deliver a programme of work in regards to VAWG awareness, particularly targeting PRU's</p>	<p>Children, young people and educators/staff/professionals are better informed about VAWG.</p> <p>Children and young people are aware of services available for themselves and their families.</p> <p>Negative attitudes to women and girls are challenged, through the education of children and young people, using a whole school approach.</p> <p>Challenging belief systems (i.e. FGM is illegal rather than being a 'cultural thing') in line</p>	Staff	April 2020	Education Public Health Safer School Officers	<p>Increased uptake of services by 16-18 year olds.</p> <p>Increased awareness for all children and young people. Mandatory SRE education from 2019 as instructed by the Department for Education, for Key Stage 1 children and above.</p> <p>Increased awareness of VAWG in Early Years settings, encouraging healthy relationships from</p>

		with the Mayor of London's vision to become a 'zero cutting city'.				early year's children.  Increased numbers of victims identified, particularly victims under the age of 18.
	6. Integrate VAWG into all relevant service areas and ensure effective inter-agency co-ordination.  1) Training of Domestic Abuse/VAWG Champions based in local authority departments, statutory partnership agencies and local private/voluntary sector services.  2) To offer each school in Havering the opportunity to have VAWG/Domestic Abuse Champion to act as a single point of contact.  3) To ensure that lessons learnt from DHRs are explored and incorporated into working practices.	Professionals have improved access to advice via a single point of contact within their agency.  Improved multi-agency response.  Victims have fewer contacts before accessing meaningful support.  Changes to policy and practices to be explored following a domestic homicide review in order to prevent further tragedies.	Staff  MOPAC funding	March 2020 onwards	Community Safety Partnership	Early identification will lead to improved service provision and better outcomes for victims.  Increased and confident use of referral procedures.  To continue to prevent DHR's in Havering and assist agencies to make improvements where gaps are found.
B. Protecting and Supporting victims of violence against women and girls	1 Continue to improve the efficiency and effectiveness of the MARAC.  1) Develop an extended Information Sharing Protocol for the MARAC so that police are able to share domestic abuse/VAWG crime reports and DASH risk assessments (HMIC Recommendation for MPS).  2) Ensure referral routes into the MARAC are understood and promoted across all agencies	High risk and repeat victims of domestic violence identified will receive a multi-agency response that involves safeguarding, whole family interventions and addressing perpetrator behaviour.  Reduction in repeat victimisation.  Reduced risk of domestic homicide.	Staff	Ongoing	Community Safety Partnership, LCSB  MPS  MARAC members	Increased number of referrals and increased uptake of services.

	<p>(include in communications plan).</p> <p>3) Develop locally agreed threshold for automatic referral to MARAC of identifiable repeat victims to improve their access to services.</p> <p>4) Development of an induction pack for agencies coming to the MARAC. This should consider inclusion of details on information sharing, referral procedures, local thresholds and risk assessments, action and safety planning, monitoring of cases, pre-meeting research.</p> <p>5) Offer of MARAC training to front line services.</p> <p>6) Monitor core agency attendance.</p> <p>7) Improved awareness and referral to the Domestic Violence Disclosure Scheme.</p> <p>8) Audit of MARAC cases and process.</p>	<p>Increased confidence in reporting crime.</p> <p>Better outcomes for victims and their children.</p> <p>Victims and potential victims have a formal mechanism for making enquiries about a current partner to reduce harm and increase victim safety.</p>				
	<p>2. Independent Domestic Violence Advocate to identify and support VAWG cases from early identification to the MARAC process.</p> <p>1) All agencies aware of IDVA to signpost victims</p> <p>2) Expand IDVA support into key areas (i.e. considering within maternity units and police CSU) pending allocation of resources outlined in the</p>	<p>Early intervention and support to reduce risk from escalating.</p>	<p>30,000 for Victim Support caseworker</p>	<p>March 2020</p>	<p>Victim Support</p>	<p>Improved service provision and better outcomes for victims.</p> <p>A reduction in repeat victimisation</p>

	MOPAC Pan-London manifesto to maintaining domestic violence services across London.					
	<p>3. Deliver an effective service for victims through the Criminal Justice System.</p> <p>1) Support victims through the criminal justice process.</p> <p>2) Monitor CPS conviction rates at Magistrate and Crown Courts.</p> <p>3) Promote and encourage use of Victim Impact Statements in court to influence sentencing.</p> <p>4) Work with CPS to ensure court is suitably resourced.</p>	<p>Independent Domestic Violence Advocate to work with victims to achieve the best possible outcomes at court.</p> <p>Monitor court attrition rates to determine reasons for collapsed trials.</p> <p>Make victims feel that they are part of the criminal justice process and not disempowered.</p>	as above	Ongoing	<p>Victim Support</p> <p>CPS</p> <p>Met police</p>	A reduction in repeat victimisation
	<p>4. Offer safe and secure housing options for families affected by VAWG.</p> <p>1) Review of refuge provision and associated support services.</p> <p>2) Review of housing options for victims in line with the recommendations of the Homelessness Reduction Act</p> <p>3) Consider potential options to house perpetrators, to prevent them returning to their victim's address.</p> <p>4) Explore the option of a designated VAWG specialist within the homelessness department to assess and</p>	<p>Reduction in further risk of harm and repeat victimisation.</p> <p>Reduction in families presenting as homeless.</p> <p>Access to emergency refuge accommodation and floating support.</p> <p>Increased awareness and use to the DAHA.</p> <p>Neighbourhood Officers better able to identify tenants at-risk of homelessness resulting from VAWG.</p> <p>Vulnerable properties are secured.</p>	Staff	Ongoing	<p>Community Safety Partnership</p> <p>Housing</p>	<p>Improved outcomes for service users.</p> <p>Demand greater than available resource.</p> <p>Victims will be better informed of their options and rights to accommodation when fleeing Domestic Abuse. Cases will be screened by a skilled practitioner who understands the factors which differentiate domestic abuse cases from other housing applications, and can apply this knowledge when making</p>

	support cases where victims are seeking accommodation when fleeing violence.					decisions.
	<p>5. Early identification of child protection referrals where VAWG is a factor by the Local Safeguarding Children's Board.</p> <p>1) Ensuring identification of VAWG is clearly recorded at triage and assessment.</p> <p>2) Ensure staff are aware of services available and referral procedures.</p>	Children coming to notice of Children's Social Care, Children and Adults with Disabilities (CAD) Team, Education Inclusion and Support Team, Early Help Services and Troubled Families are safeguarded from further harm, and vulnerable victims protected.	Staff	Ongoing	LCSB, Troubled Families	<p>Increased caseload identified and referred to services for appropriate intervention.</p> <p>Improved outcomes for service users.</p> <p>A VAWG briefing to be a part of the staff induction for all new practitioners.</p> <p>Attending team/pod meetings to inform all existing employees.</p>
	<p>6. Develop work to address the health, social, and economic consequences of VAWG.</p> <p>1) Ongoing delivery of VAWG training package for emergency department doctors and nurses.</p> <p>2) Develop a pathway for management of domestic abuse/VAWG identified in emergency departments.</p> <p>3) Sexual health services to develop and use referral pathways for domestic abuse and female genital mutilation (<i>A pro forma exists for under 18's to help identify concerns, all appropriate referrals go via MASH</i>)</p>	<p>Early identification of VAWG by A&amp;E health care professionals and supervisors.</p> <p>Victims who access sexual health-based services are able to access immediate and appropriate VAWG support.</p>	Staff	Ongoing	Havering CCG, Sexual Health Services LBH	<p>Increased caseload identified and referred to services for appropriate intervention.</p> <p>Improved outcomes for service users.</p>
	7. Facilitate access to specialist support for women and girls at risk of harmful practices and involved in prostitution and/or victims of modern day slavery.	Reduce social inequality faced by marginalised women by removing barriers.	London Councils Grant Funded	March 2020	LBH, NHS England, Community Safety Partnership	To ensure the victims of modern slavery and/or prostitution are supported in these specific areas of

	<p>1) Develop referral pathways for those involved in modern day slavery/prostitution with substance misuse needs.</p> <p>2) Ensure all staff are adequately trained to be able to provide appropriate care and signpost to available resources.</p> <p>3) Awareness campaign on sexual exploitation and slavery to be included in communications plan.</p> <p>4) Develop training programme on sexual exploitation and modern day slavery for practitioners.</p>					<p>VAWG.</p> <p>To increase awareness and confidence of practitioners supporting victims of prostitution and modern day slavery.</p> <p>Offering specific support to victims at risk of or exposed to Harmful Practices.</p>
	<p>8. Develop specialist support for women and girls affected by gangs and sexual exploitation linked to criminal networks.</p> <p>1) All young people's services to receive training on identification of those at-risk of gang activity and how to safeguard and signpost.</p> <p>2) Mentoring and outreach programme for those involved or at-risk of gang involvement.</p> <p>3) Supporting the delivery of the LSCB CSE strategy.</p>	Improved identification of victims and referrals to appropriate services / interventions.	MOPAC	March 2020	Community Safety Partnership	<p>Increased caseload identified and referred to services for appropriate intervention.</p> <p>Improved outcomes for service users.</p> <p>Early identification of those at potential risk of CSE.</p>
	<p>9. Improve women's safety on public transport.</p> <p>1) Develop a programme of work to improve safety in the night time economy for women</p>	Increase confidence in using trains and buses without fear of harm or abuse.	Staff	April 2020 and onwards	Metropolitan Police, Transport for London, British Transport Police	Increased publications/training within the night time economy, supporting the <i>Ask for Angela</i> bad dates campaign.



	and girls				Safe and Sound Romford and Hornchurch	
C. Taking enforcement action against perpetrators, and ensuring that police and partners are supported in using their powers to full effect.	<p>1. National Probation Service and Community Rehabilitation Company to manage perpetrators effectively.</p> <p>1) Ensure that strict licence conditions are in place to protect victims.</p> <p>2) Identify suitable programmes for offenders based on their needs (i.e. Domestic Abuse perpetrator programmes, alcohol and drug treatment referrals).</p> <p>3) Monitor the completion of programmes and compliance with licence.</p>	<p>Improved management of offenders.</p> <p>Increased victim safety and reduction in further harm and repeat victimisation.</p> <p>Reduction in repeat perpetrators.</p> <p>Challenging negative views held by perpetrators about victims (i.e. male attitudes to women).</p>	Staff	Ongoing	National Probation Service and Community Rehabilitation Company	Reduction in repeat victims accessing services and reduction in repeat perpetrators requiring intervention and enforcement.
	<p>2. Engage General Practitioners in the co-ordinated response to VAWG</p> <p>1) Improve practices to understand and identify VAWG.</p> <p>2) Improve confidence in consulting with patients.</p> <p>3) Improve primary care response to patients experiencing VAWG.</p>	<p>Increased victim safety and reduction in further harm and repeat victimisation.</p>	CCG	March 2020	CCG	<p>Increased caseload identified and referred to services for appropriate intervention.</p> <p>Improved outcomes for service users.</p>
	<p>3. Utilise the Integrated Offender Management Panel to target / manage domestic abuse/VAWG offenders who are engaged in other types of crime (shoplifting, burglary, and robbery for example).</p> <p>1) Ensure the work of IOM is linked in with the wider work of the MPS CSU and MARAC.</p> <p>2) The creation of a perpetrators</p>	<p>Offenders can be dealt with through alternative means when victims do not have the confidence to substantiate allegations.</p>	Staff	Ongoing	Community Safety Partnership	Reduction in repeat victims accessing services.

	panel to help monitor the most prolific offenders of VAWG					
	4. Explore funding for a project that supports perpetrators	Offer a window of opportunity to perpetrators of VAWG, to learn new skills and change negative behaviours.	Staff	March 2020	Community Safety Partnership	Reduction in repeat perpetrators of VAWG and offences against Women and Girls.
	5. Provide access to alcohol and drug intervention programmes for victims and perpetrators.	Reduce the harm and risk of VAWG which is heightened as a result of substance misuse.	Via WDP commissioned substance treatment service	Ongoing	LBH	
D. Intelligence and Information	1. Ensure that all work to address VAWG is informed by information and intelligence.  1) Strategic Problem Profile of VAWG to be refreshed.  2) Develop the intelligence picture on the nature, extent and impact of gang violence on girls in Havering.	Help partners and decision makers understand levels of local prevalence, vulnerable and at-risk groups, gaps in service provision and information.  Improve local understanding of VAWG and understand the change in dynamics of VAWG i.e. VAWG within gangs.	Staff	Ongoing	Community Safety Partnership, Public Health	Assist in allocating resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.
	2. Implement the Information Sharing to Tackle Violence (ISTV) programme within Havering.  1) A&E Departments to provide depersonalised database on violence related injuries to the Community Safety Partnership with additional information <ul style="list-style-type: none"> <li>Time and date of incident</li> <li>Specific locations of violent incident</li> <li>Primary means of assault (i.e. weapon, knife, blunt force)</li> </ul>	Help partners and decision makers understand levels of local prevalence, vulnerable and at-risk groups, gaps in service provision and information.  Improve local understanding of VAWG.	Staff	Ongoing	Public Health	Assist in allocation of scarce resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.
	Obtain local data from the Crown Prosecution Service on outcomes.	Understand reasons behind unsuccessful prosecutions and how they can be avoided (poor practice, gaps in service provision)	Staff	Ongoing	CPS	Assist in allocation of scarce resources more efficiently and provide an evidence base to support
	1) Work with Havering					

	Magistrates Court to improve information sharing, tracking of cases and results.					funding opportunities and commissioning of services.
	<p>3. Improve locally available information regarding the less understood areas of VAWG.</p> <p>1) Services to improve recording of incidents identified as concerning Forced Marriage, Honour Based Violence, Female Genital Mutilation, Faith Based Abuse, prostitution, Trafficking, Sexual Exploitation and modern day slavery.</p>	Improve local understanding of VAWG and identify any gaps in service provision.	Staff	Ongoing	Community Safety Partnership	Assist in allocation of scarce resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.
	<p>4. Map all service provision to address VAWG within the London Borough of Havering.</p> <p>1) Include details of all services situated locally.</p> <p>2) Include details of all services available to local residents but not situated locally.</p>	Improve access to information for victims, residents and practitioners seeking services, and increasing understanding and awareness of what is available.	Staff	September 2020 and refresh annually	Community Safety Partnership	

## Performance Measures

KPI	Target	2017-18 actual
DA Response (I Grade) %	90% within 15 minutes	82%
DA Response (S Grade)%	90% within 60 minutes	80%
BWV %	N/A	Await police data
DA Offences	N/A	2300
DA Incidents	N/A	4091
DA VWI	N/A	674
DA Arrests Rate	Increase	44.58%
Detection Rates	Increase	27%
Percentage Charge	Increase	Await police data
Percentage Caution	Increase	Await police data
DVPN	Increase	8
DVPO	Increase	0
Claire's Law Disclosure	Increase	2
% Repeat	N/A	30.5%
Cases at Court	Increase	351
Conviction Rate	Increase	Await police data
Guilty Cases	Increase	Await police data
DV MARAC Referrals	N/A	281
DV MARAC repeat Referrals	28-40%	18%

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## Equality & Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	<i>Violence against women and girls strategy (VAWG)</i>
<b>Lead officer:</b>	<i>Diane Egan, Community Safety and Development Manager</i>
<b>Approved by:</b>	<i>Vernal Scott , Diversity Advisor, COO</i>
<b>Date completed:</b>	<i>25/09/2018</i>
<b>Scheduled date for review:</b>	<i>March 2021</i>

Please note that the Corporate Policy & Diversity and Public Health teams require at least **5 working days** to provide advice on EqHIAs.

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

Please note that EqHIAs are **public** documents and must be made available on the Council's [EqHIA webpage](#).

**Please submit the completed form via e-mail to [EqHIA@haverling.gov.uk](mailto:EqHIA@haverling.gov.uk) thank you.**

# 1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact [EqHIA@havering.gov.uk](mailto:EqHIA@havering.gov.uk) for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

## About your activity

1	<b>Title of activity</b>	Violence against women and girls strategy
2	<b>Type of activity</b>	Strategy
3	<b>Scope of activity</b>	<p>- Havering Council Community Safety Team co-ordinates and leads on the development of policies, on behalf of the Havering Community Safety Partnership, that aim to improve the quality of life for all people in Havering. This is achieved by creating a safer environment, free from crime and with increased public confidence, contributing to a clean, safe and green borough. We aim to deliver efficient, high quality services that represent excellent value for money.</p> <p>Organisation and Staffing – We work closely with key partners, including the Metropolitan Police, to tackle crime and disorder within Havering. Each of these organisations have equality and diversity policies in place and are part of the Havering Community Safety Partnership governance. Priority areas of work are identified through rigorous needs analyses which are agreed annually and discussed with partners and the wider community of Havering. Recent changes in legislation, i.e. Community Trigger, and restructuring of external partner agencies, i.e. Probation services and Community Rehabilitation Companies, may require a review with regards to staffing and organisation (refer to H. Specific Needs for further information).</p> <p>Services to the Community – The Havering Community Safety Partnership is comprised of five responsible authorities who, by law, are required to work together to tackle crime, disorder, substance misuse and reoffending. As stated under Section 17 of the Crime and Disorder Act 1998 ‘without prejudice to any other obligation imposed upon it – exercise its function with due regard to the need to do all it reasonably</p>

		<p>can to prevent crime and disorder in its area'. The act reinforces that tackling crime should be a partnership matter and organisations should achieve a shared strategy, with the local authority required to establish the Community Safety Partnership.</p> <p>The Community Safety Partnership must prepare a joint strategic assessment which analyses levels and patterns of crime, disorder and substance misuse; changes in levels and patterns of crime; and why these have occurred. This is a requirement of The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007, amended in 2011. Section 115 of the Crime and Disorder Act 1998 ensures partners have the power to share information relevant to the completion of a strategic assessment – power to share information for the purpose of reducing crime and disorder, strengthened by Schedule 9(5) of the Police and Justice Act which introducing a duty on the aforementioned agencies. This duty (section 17A) requires the sharing of depersonalised data.</p> <p>Furthermore, there is also a statutory requirement that the Havering Community Safety Partnership produce and implement a strategy for the reduction of crime and disorder in the area (including anti-social and other behaviour adversely affecting the local environment); and a strategy for combating the misuse of drugs, alcohol and other substances in the area as required by the Police and Justice Act 2006. The annual strategic assessment guides the partnership as to the priorities, based on analysis and information available, and highlights areas where there are gaps in information or service provision which may impact adversely on specific locations or communities. The strategic assessment is the background document which helps in the formulation of the strategy (partnership plan).</p> <p>The strategic assessment and partnership plan are then used by Havering Community Safety Partnership to prioritise and allocate resources in respect of preventing crime and disorder. Violence against women and girls has been identified as a priority for the HCSP . A target of the Mayor's Office for Policing and Crime (MOPAC) is to reduce repeat victimisation</p>
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		for domestic violence		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes		
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	<b>Please complete the EqHIA in Section 2 of this document.</b> Please see Appendix 1 for Guidance.		
6	If you answered NO:	<p><i>Please provide a clear and robust explanation on why your activity does not require an EqHIA. This is essential in case the activity is challenged under the Equality Act 2010.</i></p> <p><i>Please keep this checklist for your audit trail.</i></p>		

<b>Completed by:</b>	Diane Egan , Community Safety Manager, Neighbourhoods
<b>Date:</b>	25/09/2018

## 2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

<b>Background/context:</b>
<p>According to the 2011 Census the total resident population for the London Borough of Havering was 237,232 whilst the Greater London Authority estimates the workday population to be 208,907. It is predicated that the population will rise by 13.5% (32,029 people) by 2021 compared to a national predicted rise of 9.0%. Other breakdowns available for usual residents show the following:</p> <ul style="list-style-type: none"> <li>• The average age of residents is 40.4, compared to 35.6 regionally and 39.4 nationally</li> <li>• Females account for a marginally higher proportion of residents at 52% and 48% Male.</li> <li>• Children and young people account for 23.9% of the population, compared to 24.5%</li> </ul>

regionally and 24.0% nationally. Those aged between 10-19 accounted for 12.53% which was higher than both the regional (11.36%) and national average (12.11)

- The 65 and over (expected to rise 16.0%) and 10-19 (expected to rise 25%) age groups are expected to see the fastest growth in Havering by 2021
- 14,000 adults aged 18-64 are estimated to have a moderate or severe disability whilst 1,100 residents are registered as being blind or partially sighted
- 20,000 adults are estimated to have a common mental health issue. Those receiving treatment for severe mental health problems are less likely to be in employment or stable accommodation
- The ethnic minority population in Havering is 12.4% which is notably below regional (52.9%) and national (19.2%) averages. It should be noted that Havering did however record the highest percentage increase of all London boroughs between the 2001 and 2011 Census'
- White Caucasian (85%) Black or Black British (4.8%), Asian or Asian British (3.2%) and 'Mixed' (2.1%) account for the largest ethnic minority groups in Havering
- Christian is the predominant religion followed in Havering (22.6%). Muslim (2.0%), Hindu (1.2%), Sikh (0.8%), Jewish (0.5%) and Buddhist (0.3%) are also followed. Over a fifth of residents (22.6%) stated that they had no religion
- There is no reliable information on sexual orientation in Havering

Information from the latest strategic assessment in December 2018 for crime and disorder in Havering shows that:

- There were 18,353 total crimes reported to and recorded by police in Havering at the last strategic assessment (from October 2016- September 2017).
- During this time period there were 4,333 DA incidents reported to the police and 2,284 DA crimes.
- Gender based violence is estimated to affect 5,782 women aged 16-59 annually in Havering. Women in pregnancy are at higher risk of becoming domestic violence victims
- Violence against women and girls is estimated to impact on 17% of Havering's total population. Furthermore, according to the last British Crime Survey 18.9% of women said they were worried about being attacked in their own home
- It was identified that a number of crime and disorder problems are chronically underreported and therefore only limited information was available, this includes:
  - Domestic violence and sexual violence – it is estimated that just 22% of domestic violence victims will notify the police whilst less than a fifth of rape victims are believed to report to police
  - Specific types of violence against women and girls
  - Female Genital Mutilation – The largest population groups from countries which practice FGM in the UK were from Ghana, Kenya, Nigeria, Somalia and Uganda. The 2011 Census estimated that 1.4% of Havering residents were born in the aforementioned nations
  - Honour Based Violence and Forced Marriage – it is identified nationally that those most likely to be affected are from south Asian countries (Bangladesh, India, Pakistan). Just 3 incidents have been reported to and recorded by police in Havering in the previous three years. According to the 2011 Census, 1.7% of Havering residents were born in the aforementioned countries, whilst a total of 5.3% of residents self-defined as being Asian or Asian British and Mixed Asian and White.

**Who will be affected by the activity?**

## All residents of Havering could potentially be impacted

*\*Expand box as required*

### Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓)  
the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact: Neutral**

*The 2018 annual strategic assessment the most vulnerable age for victims of domestic violence is between the ages of 19 -44. Referrals to the domestic violence multi agency risk assessment conference (DVMARAC) identified 10 (out of 299) victims aged 17-18 years, which equates to 3.3% of total high risk referrals.*

*Services provided by MARAC or DV commissioned services are available for all victims from the age of 16 years and upwards in line with the Home office VAWG definition.*

*\*Expand box as required*

#### Evidence:

- Havering Community Safety Partnership Strategic Assessment
- Metropolitan Police Crime Recording Information System (CRIS)
- Havering MARAC data

*\*Expand box as required*

#### Sources used:

- *Havering Community Safety Partnership Strategic Assessment*
- [\*Havering Data Intelligence Hub\*](#)
- [\*Metropolitan Police Crime Recording Information System \(CRIS\)\*](#)
- [\*Havering MARAC data\*](#)

*\*Expand box as required*

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions											
Please tick (✓) the relevant box:		<b>Overall impact:</b> A Violence Against Women and Girls Strategic Group is in place in Havering which monitors and reviews performance, prevention and provision of services locally.  The DV MARAC receives referrals to support high risk victims of domestic violence.  The table below shows that 5.4% of referrals in 2016-17 and 6.2% of referrals in 2017-18 were for individuals who identified themselves as having a disability. <table border="1" data-bbox="483 633 1430 792"> <thead> <tr> <th></th> <th>Financial year of 2016/2017</th> <th>Financial year of 2017/2018</th> </tr> </thead> <tbody> <tr> <td>Number of Cases</td> <td>257</td> <td>299</td> </tr> <tr> <td>Referrals to support disabled victims</td> <td>14</td> <td>18</td> </tr> </tbody> </table> Safety planning is tailored to meet the individual needs of the victim. Independent domestic violence advocacy is available to support individuals to access support services and support victims through the criminal justice process.		Financial year of 2016/2017	Financial year of 2017/2018	Number of Cases	257	299	Referrals to support disabled victims	14	18
	Financial year of 2016/2017		Financial year of 2017/2018								
Number of Cases	257		299								
Referrals to support disabled victims	14	18									
Positive											
Neutral	✓										
Negative		*Expand box as required									
<b>Evidence:</b>  - DV MARAC data  *Expand box as required											
<b>Sources used:</b>  DV MARAC data  *Expand box as required											

Protected Characteristic - Sex/gender: Consider both men and women		
Please tick (✓) the relevant box:		<b>Overall impact:</b> Gender based violence and sexual violence, disproportionately affecting women, affects an estimated 17% of Havering females aged 16-59. This does
Positive		

Neutral		<p>not include the number of children living in affected households. Furthermore, 30% of domestic violence cases begin during pregnancy.</p> <p>A Violence Against Women and Girls Strategic Group is in place in Havering which monitors and reviews performance, prevention and provision of services locally.</p> <p>It is anticipated that by continuing to train staff, including DV Champions across multi-agency services and across departments, awareness of VAWG will be raised which may lead to more victims and cases being identified. The strategic group will look to improve access to services generally, and work with specific groups who are more likely to underreport and access available services.</p> <p>Data from the 2018 strategic assessment identified from police data that 23% of victims of domestic abuse are male and 77% of victims of domestic abuse are female.</p> <p>Data for perpetrators found that 78% of perpetrators are male and 22% of perpetrators are female.</p> <p>Support services from IDVAs and outreach are available to all victims regardless of gender.</p> <p>A dedicated male only reporting line, MENDAS was established in 2016 as it was identified that men are unlikely to report to the national reporting helpline.</p>												
Negative		<p>In 2016-17 53 men (12% of all service users accessing support from Havering Women’s Aid) accessed support from MENDAS This is compared to 398 women accessing similar specialist women’s support services.</p> <p>Through the associated Multi-Agency Risk Assessment Conference (MARAC) the work will aim to protect high risk victims from repeat victimisation and serious harm</p> <p>The table below shows data from the DV MARAC.</p> <table><tr><td></td><td>Financial year of 2016/2017</td><td>Financial year of 2017/2018</td></tr><tr><td>Number of Cases</td><td>257</td><td>299</td></tr><tr><td>Referrals to support female victims</td><td>245</td><td>279</td></tr><tr><td>Referrals to support male victims</td><td>12</td><td>20</td></tr></table> <p>Our data shows a clear disparity in the number of high risk male victims when compared to high risk female victims. However there is a wide range of research available which explores the reasons behind this. For example Jaffe et al, 2003 found that although 1 in 6 men report experiencing violence from a female partner or ex-partner each year, women are:</p> <ul style="list-style-type: none"><li>• 4 times as likely to experience the most serious and potentially lethal violence, such as threats, assault with a gun or knife, choking and sexual assault</li><li>• 3 times more likely to report suffering a physical injury</li><li>• Twice as likely to report chronic on going assaults, defined as more than 10 separate incidents</li><li>• 5 times as likely to report that they feared for their lives.</li></ul> <p>The Scottish Executive Central Research Unit, 2002 found that men</p>		Financial year of 2016/2017	Financial year of 2017/2018	Number of Cases	257	299	Referrals to support female victims	245	279	Referrals to support male victims	12	20
	Financial year of 2016/2017	Financial year of 2017/2018												
Number of Cases	257	299												
Referrals to support female victims	245	279												
Referrals to support male victims	12	20												

		<p>are less likely to have been repeat victims of domestic assault, less likely to be seriously injured and less likely to report feeling fearful in their own homes. This may therefore account for the disparity identified.</p> <p>Services have been made available to support male and female victims.</p> <p>This strategy will seek to address the lack of services for perpetrators by exploring the potential to commission specialist services.</p>
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*\*Expand box as required*

#### **Evidence:**

Violence against Women and Girls strategic group and Multi-Agency Risk Assessment Conference is established in Havering to identify, support and protect women and girls (also men) at-risk of domestic violence (with high importance around those groups at high risk, i.e. in pregnancy), sexual violence, female genital mutilation, honour based violence, sexual exploitation and prostitution.

- Havering Community Safety Partnership Strategic Assessment
- Violence Against Women & Girls Strategic Problem Profile

*\*Expand box as required*

#### **Sources used:**

- Havering Community Safety Partnership Strategic Assessment
- Violence Against Women & Girls Strategic Problem Profile
- Women's Aid website

*\*Expand box as required*

#### **Protected Characteristic - Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

Please tick (✓) the relevant box:		<b>Overall impact:</b> Communities which were overrepresented as victims of total notifiable crime in Havering included Other Black (over four times more likely to be a victim than the percentage of the population would suggest); Bangladeshi (three times more likely); Other Asian (nearly three times more likely); and Pakistani (two and a half times more likely). All Black and Minority Ethnic Communities in Havering were overrepresented as victims of hate crimes, whilst Asian or Asian British communities were overrepresented as victims of all categories
<b>Positive</b>		
<b>Neutral</b>	✓	
<b>Negative</b>		

of crime in Havering (see Table 3.3). Asian or Asian British communities were also disproportionately at risk for all crime types in last year's assessment. This year, the risk has increased for Asian or Asian British groups for all crime types, with the risk of hate crime increasing from nine times the population index last year, to nearly fifteen times the population index this year. The table below shows data from the DV MARAC.

	Financial year of 2016/2017	Financial year of 2017/2018
Number of Cases	257	299
Number of cases from black and minority ethnic community	40 15.5 % of referrals	51 17.05 % of referrals

There are no specialist BME services based within the Borough. However we do engage with specialist services through the Pan London domestic violence service to provide additional support for BME groups .

*\*Expand box as required*

#### Evidence:

- Havering Community Safety Partnership Strategic Assessment
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

#### Sources used:

- Havering Community Safety Partnership Strategic Assessment
- Metropolitan Police Crime Recording Information System (CRIS)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

**Protected Characteristic - Religion/fait:** Consider people from different religions or beliefs including those with no religion or belief

Please tick (✓)  
the relevant box:

#### Overall impact:

**Positive**

*Information that could be useful for strategic analysis and service provision is currently undeveloped and underreported in Havering.*

**Neutral**

✓

*Qualitative research shows that individuals with particular religious beliefs are more likely to be victims of hate incidents and hate crime.*

**Negative**

*Available data also shows that perceptions of crime are higher amongst certain religious groups such as Muslim.*

*The changing dimension of faith which may result from a growing BME*

		<p><i>community in Havering may require in the future specialist services should it be mirrored by a growth in the volume and prevalence of hate crime. There are clear gaps in data and reporting that need to be addressed and the partnership will be taking steps to engage with people from all religious groups and those with no religious belief to address those gaps.</i></p>
<i>*Expand box as required</i>		

**Evidence:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Intelligence gaps which would allow better impact assessment (see Action Plan)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

**Sources used:**

- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

**Protected Characteristic - Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

Please tick (✓) the relevant box:

<b>Positive</b>	
<b>Neutral</b>	✓

**Overall impact:**

Minimal data is available on the sexual orientation of victims or perpetrators of Domestic abuse  
DV MARAC data is available as shown in the table below

	Financial year of 2016/2017	Financial year of 2017/2018
Number of Cases	257	299
Referrals to support LGBT victims	5	3

**Negative**

Whilst no dedicated services are available locally for LGBT victims of domestic abuse, current IDVA and support services are available regardless of sexual orientation. Service advice was provided at Havering Pride and through hate crime roadshows at LGBT venues across the night time economy.



<i>*Expand box as required</i>		
<b>Evidence:</b> <ul style="list-style-type: none"> <li>- Havering MARAC data</li> </ul>		
<i>*Expand box as required</i>		
<b>Sources used:</b> <ul style="list-style-type: none"> <li>- An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)</li> <li>- Metropolitan Police Crime Recording Information System (CRIS)</li> </ul>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
Positive		<i>No data currently available</i>
Neutral	✓	
Negative		
		<i>*Expand box as required</i>
<b>Evidence:</b>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Marriage/civil partnership:</b> Consider people in a marriage or civil partnership	
<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>

<b>Positive</b>		<p><i>The service provided by the Havering Community Safety Partnership remains the same regardless of marital status. It is known that individuals, particularly women, living in couples (married or co-habiting) or who have decided to separate from their partners are more likely to be a victim of domestic violence or abuse. Please refer to the above section on Gender.</i></p>
<b>Neutral</b>	✓	
<b>Negative</b>		

*\*Expand box as required*

#### **Evidence:**

Please refer to the above section on Gender.

*\*Expand box as required*

#### **Sources used:**

Please refer to the above section on Gender.

- Violence Against Women & Girls Problem Profile

*\*Expand box as required*

**Protected Characteristic - Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are undertaking maternity or paternity leave

Please tick (✓) the relevant box:

**Positive**

✓

**Neutral**

**Negative**

#### **Overall impact:**

*This group is at higher-risk of becoming a victim of domestic violence. Research shows that 30% of domestic violence victims begin to suffer abuse during pregnancy; therefore, there is a significant need for capacity within maternity and pre-natal services to identify risks and refer appropriately to relevant support services.*

*An Independent domestic violence advocate is based in maternity services to support victims of domestic abuse during pregnancy*

*\*Expand box as required*

<p><b>Evidence:</b></p> <p>Please refer to the above section on Gender.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p><b>Sources used:</b></p> <p>Please refer to the above section on Gender.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>

<b>Socio-economic status:</b> Consider those who are from low income or financially excluded backgrounds		
Please tick (✓) the relevant box:		<b>Overall impact:</b>
<b>Positive</b>		<p><i>Some categories may be more likely to affect different socio-economic groups. For example:</i></p> <ul style="list-style-type: none"> <li>- <i>Households with higher disposable incomes and expensive electronic devices are more likely to be burgled and subsequently improve their home security, however, households in lower income areas are more likely to be victims on multiple occasions due to inability to pay for more sophisticated home security (Crime Survey for England &amp; Wales)</i></li> <li>- <i>All households can be affected by domestic violence, however, a higher proportion of low-income households experience domestic violence (Crime Survey for England &amp; Wales).</i></li> <li>- <i>Robbery victims are more likely to be from middle and higher income backgrounds, whereas robbery offenders are likely to be from lower income backgrounds and specifically target those who they perceive to be better off (Youth Justice Board)</i></li> </ul> <p><i>The impact of crime on those from low-income households may be greater due to the inability to protect themselves (i.e. being unable to afford home insurance; investing in security; covering the loss of stolen items and repairs to doors/windows; and the subsequent burden this may place on already stretched incomes).</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Neutral</b>	✓	
<b>Negative</b>		
<p><b>Evidence:</b></p> <ul style="list-style-type: none"> <li>- Crime Survey for England &amp; Wales</li> <li>- Youth Justice Board: Young People and Street Crime</li> </ul> <p style="text-align: right;"><i>*Expand box as required</i></p>		

**Sources used:**

- Crime Survey for England & Wales
- Youth Justice Board: Young People and Street Crime *\*Expand box as required*

**Health & Wellbeing Impact:** Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

Please tick (✓) all the relevant boxes that apply:

**Positive**

✓

**Neutral**

✓

**Negative**

**Overall impact: Neutral**

Experiencing domestic abuse can have serious detrimental impact on both physical and mental wellbeing.

The strategy recognises that of those who do report crimes to police this does not necessarily end their suffering, and in Havering 29% experience at least one further incident in the twelve months following their first report. Actions in the strategy specifically seek to support families to prevent re-offending through introduction of DV caseworker and IDVA, and thus likely to have a positive impact.

The strategy seeks to engage with health practitioners to identify those who may be impacted by domestic abuse and VAWG, and choose not to disclose. An IDVA has been made available in maternity and A&E services to support health professionals and victims.

The strategy seeks to further engage with primary health care professionals and mental health services.

From a physical health impact perspective, particularly where drug and alcohol misuse is associated with domestic violence, the strategy puts in place specific actions for a positive health outcome – Action C5. seeks to 'Provide access to alcohol and drug intervention programmes for victims and perpetrators'.

*\*Expand box as required*

**Do you consider that a more in-depth HIA is required as a result of this brief assessment?** Please tick (✓) the relevant box

Yes

☐

No

✓

**Evidence:**

An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)

- Intelligence gaps which would allow better impact assessment (see Action Plan)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

**Sources used:**

An overview of Hate Crime in England and Wales (Home Office, ONS and Ministry of Justice)

- Intelligence gaps which would allow better impact assessment (see Action Plan)
- Havering Data Intelligence Hub
- Office for National Statistics (ONS)

*\*Expand box as required*

### 3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	<b>Proceed with implementation</b> of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u>	➔	<b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	<b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b> . <b>Complete an EqHIA on the revised proposal.</b>

## 4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale
Gender	Further information is needed to assess impact	<p>Further work is required to ascertain the prevalence and extent of child sexual exploitation within Havering, which predominantly affects girls.</p> <p>A Multi-Agency Sexual Exploitation (MASE) group has been set up in Havering to identify those at-risk and agree on safeguarding procedures. The Multi-Agency Safeguarding Hub researcher has developed an intelligence profile containing all available information on local cases identified or believed at-risk.</p>	Monitored monthly at the MASE meeting	ongoing
Ethnicity / Race	<p>There is currently no specific service which covers this protected group, however there is a Havering BME forum which is represented at the Safer Neighbourhood Board.</p> <p>The growing BME</p>	<p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.</p> <p>The Safer</p>	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	ongoing

	community in Havering may require in the future specialist services should it be mirrored by a growth in the volume and prevalence of hate crime.	Neighbourhood Board has representation from the Havering BME forum and police are held to account at this forum for all areas of their activity, include response to hate crime and complaints regarding service.		
Religion / Faith	Further information is needed to assess impact	<p>Whilst there were few reports of faith hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local faith groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p> <p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.</p>	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	ongoing
Sexual Orientation	Further information is needed to assess impact	<p>Whilst there were few reports of homophobic hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local LGBT groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p> <p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect</p>	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	ongoing



		victims and impose partnership sanctions against identified perpetrators.		
Gender re-assignment	Further information is needed to assess impact	<p>Whilst there were no reports of transphobic hate crime reported to and recorded by police in Havering, it does not mean that it does not occur. Local LGBT groups may be aware of and deal with incidents for example. There is a need to establish the prevalence locally, and if occurring why are services not being accessed?</p> <p>Hate incidents can be referred to the Anti-Social Behaviour Panel and Community MARAC in order to protect victims and impose partnership sanctions against identified perpetrators.</p>	Monitored at the Safer Neighbourhood Board, and cases where relevant reviewed via the Anti-Social Behaviour Panel and Community MARAC.	
Pregnancy and maternity	This group is at higher-risk of becoming a victim of domestic violence.	Domestic violence champions and domestic abuse advocates are in place at pre-natal/maternity locations to identify and advise/refer those who may be at-risk of domestic abuse.	Monitored via the Violence Against Women and Girls Strategic Group, Multi-Agency Risk Assessment Conference and Domestic Violence forums.	ongoing

## 5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:** annually.

**Scheduled date of review:** March 2010

**Lead Officer conducting the review:** VAWG officer

*\*Expand box as required*

**Please submit the completed form via e-mail to**  
**[EqHIA@haverling.gov.uk](mailto:EqHIA@haverling.gov.uk) thank you.**

# Appendix 1. Guidance on Undertaking an EqHIA

**This Guidance can be deleted prior to publication.**

## What is it?

The Equality & Health Impact Assessment (EqHIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service, whilst at the same time ensuring a person's chance of leading a healthy life is the same wherever they live and whoever they are. We want to ensure that the activities of the Council are 'fit for purpose' and meet the needs of Havering's increasingly diverse communities and employees. This robust and systematic EqHIA process ensures that any potential detrimental effects or discrimination is identified, removed, or mitigated and positive impacts are enhanced.

## When to Assess:

An EqHIA should be carried out when you are changing, removing or introducing a new service, policy, strategy or function; for simplicity, these are referred to as an "activity" throughout this document. It is best to conduct the assessment as early as possible in the decision-making process.

### Guidance: Equality & Health Impact Assessment Checklist

The Checklist in Section 1 asks the key questions,

**4a) Are you changing, introducing a new, or removing a service, policy, strategy or function?**

**4b) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?**

**4c) Does this activity (policy/strategy/service/decision) have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?**

- If the answer to ANY of the questions 4a, 4b or 4c of the Checklist is 'YES' then you must carry out an assessment. e.g. Proposed changes to Contact Centre Opening Hours  
'YES' = you need to carry out an EqHIA
- If the answer to ALL of the questions, 4a or 4b of the Checklist is NO, then you do not need to carry out an EqHIA assessment. e.g. Quarterly Performance Report  
'NO' = you DO NOT need to carry out an EqHIA. Please provide a clear explanation as to why you consider an EqHIA is not required for your activity.

## Using the Checklist

The assessment should take into account all the potential impacts of the proposed activity, be it a major financial decision, or a seemingly simple policy change. Considering and completing this EqHIA will ensure that all Council plans, strategies, policies, procedures, services or other activity comply with relevant statutory obligations and responsibilities. In particular it helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#) and its public health duties under the [Health and Social Care Act 2012](#).

## Having Due Regard

To have due regard means that in making decisions and in its other day-to-day activities, the Council must consciously consider the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- Reduce inequalities in health outcomes

## Combining Equality and Health Impact Assessment:

[Equality Impact Assessments \(EIAs\)](#) provide a systematic way of ensuring that legal obligations are met. They assess whether a proposed policy, procedure, service change or plan will affect people different on the basis of their 'protected characteristics' and if it will affect their human rights. Currently there are **nine protected characteristics** (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/fait, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/ maternity/paternity.

An activity does not need to impact on all 9 protected characteristics – impacting on just one is sufficient justification to complete an EqHIA.

[Health Impact Assessments \(HIAs\)](#) consider the potential impact of any change or amendment to a policy, service, plan, procedure or programme on the health and wellbeing of the population. HIAs help identify how people may be affected differently on the basis of where they live and potential impacts on health inequalities and health equity by assessing the distribution of potential effects within the population, particularly within vulnerable groups. 'Health' is not restricted to medical conditions, or the provision of health services, but rather encompasses the wide range of influences on people's health and wellbeing. This includes, but is not limited to, experience of discrimination, access to transport, housing, education, employment - known as the 'wider determinants of health'.

This [Equality and Health Impact Assessment \(EqHIA\)](#) brings together both impact assessments into a single tool which will result in a set of recommendations to eliminate discrimination and inequality; enhance potential positive impacts and mitigate where possible for negative impacts. In conducting this EqHIA you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity), **socio-economic status** and **health & wellbeing**. Guidance on what to include in each section is given on the next pages.

### Guidance: What to include in background/context

In this section you will need to add the background/context of your activity, i.e. what is the activity intending to do, and why?

Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes. Please include a brief rationale for your activity and any supporting evidence for the proposal. Some questions to consider:

- What is the aim, objectives and intended outcomes?
- How does this activity meet the needs of the local population?
- Has this activity been implemented in another area? What were the outcomes?
- Is this activity being implemented as per best practice guidelines?
- Who were the key stakeholders in this activity?

\*Note that the boxes will expand as required

## Guidance: Who will be affected by the activity?

The people who will be affected may be

**Residents:** pay particular attention to vulnerable groups in the population who may be affected by this activity

**Businesses/ manufacturing / developers / small, medium or large enterprises**

**Employees:** e.g. Council staff for an internal activity, other statutory or voluntary sector employees, local businesses and services

\*Note that the boxes will expand as required

## Guidance: What to include in assessing a Protected Characteristic e.g. AGE

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:** In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.

**It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.**

\*Note that the boxes will expand as required

**Evidence:** In this section you will need to document the evidence that you have used to assess the impact of your activity.

When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.

It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.

- If you have identified a **positive impact**, please note this.
- If you think there is a **neutral impact** or the impact is not known, please provide a full reason why this is the case.
- If you have identified a **negative impact**, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the **Action Plan**.
- **Please ensure that appropriate consultation with affected parties has been undertaken and evidenced**

**Sources used:** In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:

- Service specific data
- Population, demographic and socio-economic data. Suggested sources include:
  - o Service user monitoring data that your service collects
  - o [Havering Data Intelligence Hub](#)
  - o [Office for National Statistics \(ONS\)](#)

If you do not have any relevant data, please provide the reason why.

\*Note that the boxes will expand as required

## Guidance: What to include in assessing Health & Wellbeing Impact:

Please tick (✓) all the relevant boxes that apply:

**Positive**

**Neutral**

**Negative**

**Overall impact:** In this section you will need to consider and note whether the proposal could have an overall impact on, or implications for, people's health and wellbeing or any factors which determine people's health.

How will the activity help address inequalities in health?

Include here a brief outline of what could be done to enhance the positive impacts and, where possible, mitigate for the negative impacts.

\*Note that the boxes will expand as required

**Do you consider that a more in-depth HIA is required as a result of this brief assessment?** Please tick (✓) the relevant box

Yes

☐

No

☐

**Evidence:** In this section you will need to outline in more detail how you came to your conclusions above:

- What is the nature of the impact?
- Is the impact **positive** or **negative**? It is possible for an activity to have **both positive and negative impacts**. Consider here whether people will be able to access the service being offered; improve or maintain healthy lifestyles; improve their opportunities for employment/income; whether and how it will affect the environment in which they live (housing, access to parks & green space); what the impact on the family, social support and community networks might be
- What can be done to mitigate the negative impacts and/or enhance the positive impacts?
- If you think there is a **neutral impact**, or the impact is not known, please provide a brief reason why this is the case.
- What is the likelihood of the impact? Will the impact(s) be in weeks, months or years? In some cases the short-term risks to health may be worth the longer term benefits.
- Will the proposal affect different groups of people in different ways? A proposal that is likely to benefit one section of the community may not benefit others and could lead to inequalities in health.

**Please use the Health & Wellbeing Impact Tool in Appendix 2 as a guide/checklist to assess the potential wider determinants of health impacts.**

This tool will help guide your thinking as to what factors affect people's health and wellbeing, such as social support, their housing conditions, access to transport, employment, education, crime and disorder and environmental factors. It is not an exhaustive list, merely a tool to guide your assessment; there may be other factors specific to your activity.

Some questions you may wish to ask include:

- Will the activity impact on people's ability to socialise, potentially leading to social isolation?
- Will the activity affect a person's income and/or have an effect on their housing status?
- Is the activity likely to cause the recipient of a service more or less stress?
- Will any change in the service take into account different needs, such as those with learning difficulties?
- Will the activity affect the health and wellbeing of persons not directly related to the service/activity, such as carers, family members, other residents living nearby?
- If there is a short-term negative effect, what will be done to minimise the impact as much as possible?

- Are the longer-term impacts positive or negative? What will be done to either promote the positive effects or minimise the negative effects?
- Do the longer term positive outcomes outweigh the short term impacts?

\*Note that the boxes will expand as required

**Sources used:** In this section you should list all sources of the evidence you used to assess the impact of your activity. This could include, e.g.:

Information on the population affected

- Routinely collected local statistics (e.g. quality of life, health status, unemployment, crime, air quality, educational attainment, transport etc.)
- Local research/ Surveys of local conditions
- Community profiles

Wider Evidence

- Published Research, including evidence about similar proposals implemented elsewhere (e.g. Case Studies).
- Predictions from local or national models
- Locally commissioned research by statutory/voluntary/private organisations

Expert Opinion

- Views of residents and professionals with local knowledge and insight

\*Note that the boxes will expand as required

## Guidance: Outcome of the Assessment

On reflection, what is your overall assessment of the activity?

The purpose of conducting this assessment is to offer an opportunity to think, reflect and **improve** the proposed activity. It will make sure that the Council can evidence that it has considered its due regard to equality and health & wellbeing to its best ability.

It is not expected that all proposals will be immediately without negative impacts! However, where these arise, what actions can be taken to mitigate against potential negative effects, or further promote the positive impacts?

Please tick one of the 3 boxes in this section to indicate whether you think:

1. all equality and health impacts are adequately addressed in the activity – proceed with your activity pending all other relevant approval processes
2. the assessment identified some negative impacts which could be addressed – please complete the Action Plan in Section 4.
3. If the assessment reveals some significant concerns, this is the time to stop and re-think, making sure that we spend our Council resources wisely and fairly. There is no shame in stopping a proposal.

\*Note that the boxes will expand as required

## Guidance: Action Plan

For each protected characteristic/health & wellbeing impact where an impact on people or their lives has been identified, complete one row of the action plan. You can add as many further rows as required.

State whether the impact is Positive or Negative

Briefly outline the actions that can be taken to mitigate against the negative impact or further enhance a positive impact. These actions could be to make changes to the activity itself (service, proposal, strategy etc.) or to make contingencies/alterations in the setting/environment where the activity will take place.

For example, might staff need additional training in communicating effectively with people with learning difficulties, if a new service is opened specifically targeting those people? Is access to the service fair and equitable? What will the impact on other service users be? How can we ensure equity of access to the service by all users? Will any signage need changing? Does the building where the service being delivered comply with disability regulations?

## Guidance: Review

Changes happen all the time! A service/strategy/policy/activity that is appropriate at one time, may no longer be appropriate as the environment around us changes. This may be changes in our population, growth and makeup, legislative changes, environmental changes or socio-political changes.

Although we can't predict what's going to happen in the future, a review is recommended to ensure that what we are delivering as a Council is still the best use of our limited resources. The timescale for review will be dependent on the scale of the activity.

A major financial investment may require a review every 2-3 years for a large scale regeneration project over 10-15 years.

A small policy change may require a review in 6 months to assess whether there are any unintended outcomes of such a change.

Please indicate here how frequently it is expected to review your activity and a brief justification as to why this timescale is recommended.



## Appendix 2. Health & Wellbeing Impact Tool

Will the activity/service/policy/procedure affect any of the following characteristics? Please tick/check the boxes below

The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES <input type="checkbox"/> NO <input type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input type="checkbox"/>	Access to services/facilities/amenities YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input type="checkbox"/> to Shops (to supply basic needs) <input type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input type="checkbox"/> NO <input type="checkbox"/>	Environmental Factors YES <input type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Social contact <input type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input type="checkbox"/> Job creation <input type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input type="checkbox"/> Landscape, including green and open spaces <input type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure