

## 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@havering.gov.uk](mailto:diversity@havering.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>	<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>  <i>Please keep this checklist for your audit trail.</i>

<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><i>Please tick (✓) the relevant box:</i></p>	<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>						
<table border="1"> <tr> <td><b>Positive</b></td> <td><input type="checkbox"/></td> </tr> <tr> <td><b>Neutral</b></td> <td><input type="checkbox"/></td> </tr> <tr> <td><b>Negative</b></td> <td><input type="checkbox"/></td> </tr> </table>		<b>Positive</b>	<input type="checkbox"/>	<b>Neutral</b>	<input type="checkbox"/>	<b>Negative</b>	<input type="checkbox"/>
<b>Positive</b>		<input type="checkbox"/>					
<b>Neutral</b>	<input type="checkbox"/>						
<b>Negative</b>	<input type="checkbox"/>						
<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="#"><u>Havering Data Intelligence Hub</u></a></li> <li>- <a href="#"><u>London Datastore</u></a></li> <li>- <a href="#"><u>Office for National Statistics (ONS)</u></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:</b> Consider the full range of age groups	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	

**Overall impact:**

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

people are being monitored who may be/are involved in gangs and knife crime.

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.

Havering has experienced the largest net inflow of children across all London boroughs. 30.9% of the Havering population 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.

*\*Expand box as required*

## **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

Forum & Leeds Beckett University

[https://cdn.movember.com/uploads/files/2015/Misc/Promoting\\_MentalHealth\\_%26\\_Wellbeing\\_FINAL%5B2%5D.pdf](https://cdn.movember.com/uploads/files/2015/Misc/Promoting_MentalHealth_%26_Wellbeing_FINAL%5B2%5D.pdf) \*Expand box as required

<b>Disability:</b> Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	(✓)
<b>Neutral</b>	
<b>Negative</b>	

**Overall impact:**  
There is currently no data available for analysis in relation to disability and gangs.

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:

- Anxiety disorders – 2 times higher risk
- Psychosis – 4 times higher risk
- Psychiatrist / mental health related admission – 8 times higher risk
- Suicide attempt –13 times higher risk
- Antisocial personality disorder – 57 times higher risk

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.

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 :

- From low-income households
- From families where parents are unemployed
- From families where parents have low educational attainment
- Are looked after by the local authority
- Have disabilities (including learning disabilities)
- From black and other ethnic minority groups
- Are in the criminal justice system
- Have a parent with a mental health problem
- Are misusing substances
- Are refugees or asylum seekers
- Are being abused/history of abuse

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.



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

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.

*\*Expand box as required*

**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>

<b>Sex/gender:</b> Consider both men and women	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	

**Overall impact:**

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...)

*\*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.&og=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.&og=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	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	(✓) <i>Havering 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).</i>
<b>Neutral</b>	<i>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%.</i>
<b>Negative</b>	<p><i>It is important to note that those who have ended up on the Havering 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.</i></p> <p><i>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.</i></p> <p><i>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.</i></p> <p><i>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.</i></p>

## **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

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  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.
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

*\*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

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  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.
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

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

<b>Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave</b>		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	<input checked="" type="checkbox"/>	<p>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)</p> <p>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>
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	



It should also be noted from research that 1 in 4 young male offenders have disclosed experience of domestic violence.

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:

- GP
- Midwife
- Obstetrician
- Health visitor
- Social worker
- Probation officer/ YOS officer
- Drugs and alcohol worker
- Other professionals.

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 .

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.

*\*Expand box as required*

**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\\_c1wvclly\\_t/domestic-violence-and-gangs/](https://prezi.com/ut_c1wvclly_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**

**Negative**

**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)

**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

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.).

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.

**Universal Credit**

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)

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.

*\*Expand box as required*

**Evidence:**

**Havering Serious Group Violence Problem Profile (2016)**

- 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

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