

**Adolescent Safeguarding and Serious Youth Violence  
 Appendix four**

## Equality & Health Impact Assessment (EqHIA)

**Document control**

<b>Title of activity:</b>	<i>Adolescent safeguarding service redesign</i>
<b>Lead officer:</b>	<i>Anita Stewart, Head teacher, Virtual School and Head of Youth Services &amp; Participation</i>
<b>Approved by:</b>	<i>Tim Aldridge, Director of Children's Services</i>
<b>Date completed:</b>	<i>April 2019</i>
<b>Scheduled date for review:</b>	<i>April 2022</i>

<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

# 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.

## About your activity

1	<b>Title of activity</b>	<i>Adolescent safeguarding service redesign</i>		
2	<b>Type of activity</b>	<i>Change in service, to develop an Adolescent Safeguarding multi-disciplinary service response to serious youth violence and exploitation in the borough.</i>		
3	<b>Scope of activity</b>	<i>This assessment sits alongside the Cabinet report seeking funds to safeguard adolescents from serious youth violence and exploitation in Havering. (May 2019)</i>		
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	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.
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?</b>	Yes		
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes		
5	<b>If you answered YES:</b>	<b>Please complete the EqHIA in Section 2 of this document.</b>		
6	<b>If you answered NO:</b>			

<b>Completed by:</b>	<i>Ian Elliott, Programme Manager, Havering Children's Services</i>
<b>Date:</b>	<i>12/04/2019</i>

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

### Background/context:

The council and its partners are proposing a multi-disciplinary partnership approach to tackle root causes of serious youth violence and exploitation of young people by intervening earlier, thus safeguarding young people vulnerable to a wide range of exploitation factors.

The Council understands that barriers to opportunity can lead to anti-social and offending behaviour. By intervening earlier to prevent, in addition to providing additional support to those already involved in crime as adolescents, it is hoped that we will reduce incidences of offending behaviour and thereby improve the community environment.

The Serious Group Violence and Knife Crime Strategy (approved in April 2019) is the response of the local authority to national and regional initiatives to reduce levels of group violence and knife crime. The strategy includes a number of priorities in relation to children and young people and this service redesign will address these.

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 (and the development of a multi-disciplinary safeguarding service) is to provide a safe borough where children can grow, play, learn, travel and reach their potential without having to fear or experience crime. We recognise that in the past we have perhaps not taken full account of the constrained circumstances and choices that our young people face. This service change will offer the most appropriate service at the right time, from children 10 and over, up to 18 (or 25 where SEND is a factor).

From September 2019 we propose to implement an enhanced partnership strategy in Havering focussed on Adolescent Safeguarding. An integrated approach is required to tackle issues concerning adolescent risk which includes criminal exploitation, county lines and modern slavery. We will develop a bespoke, data-led and systemic approach to prediction, prevention, intervention and disruption to reduce risk to adolescents in the borough. The purpose is for a multi-disciplinary arrangement to better identify and respond to adolescent safeguarding and meet needs of young people, sooner. Working together, between schools, the local authority and partners the above approach will take time and dedicated resource to fully implement.

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

- Schools and colleges
- National Probation Service
- Police
- London Borough of Havering (including the Community Safety Partnership and Youth Offending service)
- Public Health

- Mental Health Services
- Voluntary, community and faith groups / organisations
- Regional agencies (e.g. Mayor of London and MOPAC)

The assessment recognises that criminal and sexual exploitation of young people is often linked to the drugs and organised crime groups operating locally. Evidence of this can be seen through the rapidly evolving County Lines (drugs lines) and various child sexual abuse cases that emerge within the borough and across London.

This assessment focusses mainly on the service change as outlined above. There is an additional assessment cited throughout which sits alongside the Serious Group Violence and Knife Crime Strategy.

*\*Expand box as required*

### Who will be affected by the activity?

Children from as young as ten and up to 18 (25 with SEND) and their families will be affected by the service change and will benefit from its development.

Specifically, those “vulnerable” to criminal and sexual exploitation and risk outside of the familial context will be identified for potential early intervention and support. This will be led by data analysis and may include (but is not limited to) children missing school for behavioural reasons, those on fixed term or permanent exclusions, looked after by the local authority, care leavers and also children who’s siblings / family connections may indicate raised risk factors in relation to future anti-social behaviour and crime.

In addition, those already known to the local authority and its partners (such as youth offending) will benefit also.

*\*Expand box as required*

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

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  Group violence, youth violence and criminal exploitation affects all ages. With children as young as 10 permanently excluded from school, the range of ages prone to exploitation and crime is wide.  20% of Habitual Knife Carriers in the borough are under the age of 18.  Our approach is to identify earlier and therefore reduce the flow
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

of individuals becoming victims or involved in child exploitation.

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 gang related activity. This percentage is expected to increase due to the future predicted inflow of children into the borough.

*\*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
- 16.9% (43,399) of the population of Havering are aged between 10 and 24 years
- 5.7% (14,665) are aged between 10 and 14 years
- 5.5% (14,110) are aged between 15 and 19 years
- 5.7% (14,624) are aged between 20 and 24 years
- 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:**

- Havering Serious Group Violence and Knife Crime Strategy 2018-21
- Havering Serious Group Violence and Knife Crime Strategy 2018-21 Equality Impact Assessment
- 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*

**Protected Characteristic - Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

<i>Please tick (✓) the relevant box:</i>		<p><b>Overall impact:</b></p> <p>There is currently no local data available for analysis in relation to disability and adolescent safeguarding.</p> <p>However it is widely recognized that there is a direct correlation between mental health and involvement in “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</p>
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

	<p>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 we are able to consider the effects of the risk factors relating to adolescent safeguarding.</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>Whilst many of the sources of evidence cited in this assessment relate to adults (over 18 years for the purposes of this service) we recognize that children from as young as 10 are exploited, over a long period.</p> <p><i>*Expand box as required</i></p>
<p><b>Evidence:</b> (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 group violence, attitudes towards and experience of violence, and use of mental health services. Psychiatric diagnoses were measured using standardized screening instruments.</p> <p>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</p> <ul style="list-style-type: none"> <li>• As many as 9 out of 10 prisoners report some kind of mental health problem (RC Psych)</li> </ul>	

- 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%20Gangs%20Report%202013.pdf>

*\*Expand box as required*

**Protected Characteristic - Sex/gender: Consider both men and women**

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  Serious youth violence, drug networks and criminal exploitation affects women and girls, in the context of abuse and violence both within the home and outside and also with interpersonal relationships.  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 but we know from our work on child sexual exploitation that the impact on girls and young women is more prevalent. Whilst ninety per cent of knife crime offenders are male, 10% are female and interventions and activity delivered through the strategy must consider gender biases and recognise the role of women and girls as offenders as well as victims.
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		



There are linkages between cohorts involved in gangs, child sexual exploitation, drugs and county lines exploitation but as the Child Sexual Exploitation strategy of the Havering Safeguarding Board highlights, more intelligence needs to be gathered. We are knowledgeable of the 'push and pull' factors (where family breakdown and arguments can generate 'pushing away' as can abuse, drug and alcohol misuse by family members whereas 'pull' factors can include being drawn into an activity outside of the home, varying from missing episodes, associating in harmful peer groups, , becoming involved in drugs and alcohol, being groomed and sexually exploited).

From a service design perspective, we will identify and work with females linked to gang activity who may potentially carry weapons for males (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. We have specific interventions for girls and young women, as part of the service design.

*\*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

*\*Expand box as required*

**Sources used:**

- Havering Serious Group Violence and Knife Crime Strategy 2018-21
- Havering Serious Group Violence and Knife Crime Strategy 2018-21 Equality Impact Assessment
- The London Knife Crime Strategy. Mayor of London 2017
- 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+Hardin+g+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretatio+n.&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+Hardin+g+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretatio+n.&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>

*\*Expand box as required*

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

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  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).  Analysis of Metropolitan Police crime data for 2016/17 indicates that 75 per cent of victims of knife crime are male and frequently aged less than 25 years of age. Almost half of all victims of knife
<b>Positive</b>	✓	
<b>Neutral</b>		
<b>Negative</b>		

crime were from BAME backgrounds. Those recorded as black ethnicity represented one in five of all victims of knife crime in 2017. For offenders, almost ninety per cent were male and of those, 62 per cent were from BAME backgrounds.

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%.

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 carried out, including the 2017 David Lammy review on racial bias and BAME representation within the criminals justice system. The Prime Minister has also launched a new government website specifically focusing on ethnicity facts and figures, including that of crime, justice and the law.

Completing this assessment has highlighted that we do not record sufficient data on ethnicity of young perpetrators of crime (nor on those exploited) to enable trends to confidently be identified. However, because the adult (post 18) statistics make correlation between ethnicity and serious youth violence we are assuming that an earlier intervention “adolescent safeguarding” approach is a “positive” change.

*\*Expand box as required*

## **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).

In terms of young offenders at the end of 2018, nine young people were held in custody through the year and the offending profile suggests that seven are White British and two of mixed ethnicity.

*\*Expand box as required*

### **Sources used:**

- Havering Serious Group Violence and Knife Crime Strategy 2018-21
- Havering Serious Group Violence and Knife Crime Strategy 2018-21 Equality Impact Assessment
- 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](https://www3.havering.gov.uk/Documents/Equality-and-Diversity/Demographic%20and%20Diversity%20Profile%20of%20Haverings%20Population%20Jan-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>

- 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](https://www3.havering.gov.uk/Documents/Equality-and-Diversity/Demographic%20and%20Diversity%20Profile%20of%20Haverings%20Population%20Jan-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*

**Protected Characteristic - 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.  The local authority’s duty in relation to Prevent is well established and this service re-design will be consistent with the promotion of fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs.
<b>Positive</b>		
<b>Neutral</b>	✓	
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**  
  
No evidence currently available

*\*Expand box as required*

**Sources used:**

Revised Prevent Duty Guidance: for England and Wales 2015

[https://www.gscb.org.uk/media/1170/3799\\_revised\\_prevent\\_duty\\_guidance\\_england\\_wales\\_v2-interactive-65221.pdf](https://www.gscb.org.uk/media/1170/3799_revised_prevent_duty_guidance_england_wales_v2-interactive-65221.pdf)

*\*Expand box as required*

**Protected Characteristic - 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 (particularly as a potential source of vulnerability in exploitation terms) would be respected and considered on an individual basis. However, Gay or Bi-sexuality in the context of group violence is likely to generate stigma and distain and can add mental pressure and have additional negativity on individuals who identify as such. The most harmful crimes, such as knife crime, sexual violence and child sexual exploitation are treated as priorities regardless of the sexual orientation of the victim or perpetrator.

*\*Expand box as required*

**Evidence:**

No data currently available.

*\*Expand box as required*

**Sources used:**

*\*Expand box as required*

**Protected Characteristic - Gender reassignment:** 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:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

Any identified issues or needs pertaining to gender reassignment would be respected and considered on an individual basis. Gender reassignment in the context of group violence (and 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>
<b>Evidence:</b> No data currently available		
<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>Trafficking and forced marriage are forms of exploitation and are taken seriously by Havering Council and its partners. Services and mechanisms are in place to identify and protect young women (which it is in the vast majority of cases) from this practice.</p> <p>From an adolescent safeguarding perspective the sexual and criminal exploitation of young women is more prevalent as a factor (refer to the section above on gender) than forced marriage.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Neutral</b>	✓	
<b>Negative</b>		
<b>Evidence:</b> Modern Slavery presentation to the Havering Crime and Disorder sub-committee, February 2019 <a href="http://democracy.havering.gov.uk/documents/s35657/Appendix%20-%20Modern%20Slavery.pdf">http://democracy.havering.gov.uk/documents/s35657/Appendix%20-%20Modern%20Slavery.pdf</a>		
<i>*Expand box as required</i>		
<b>Sources used:</b>  Modern Slavery presentation to the Havering Crime and Disorder sub-committee, February 2019 <a href="http://democracy.havering.gov.uk/documents/s35657/Appendix%20-%20Modern%20Slavery.pdf">http://democracy.havering.gov.uk/documents/s35657/Appendix%20-%20Modern%20Slavery.pdf</a>		
<i>*Expand box as required</i>		

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

<i>Please tick (✓) the relevant box:</i>		<p><b>Overall impact:</b></p> <p>The assessment of whether and when a young person will engage with the adolescent safeguarding service will include details of significant positive and negative events in the life of the family, including traumatic events that may continue to impact on family functioning. This will include history of pregnancy and births, and explore how the family coped, who supported them and the identified resources, strengths or support systems that they have utilised and can continue to draw upon.</p> <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.</p> <p>Domestic Violence is also trigger factor which can lead to criminal exploitation and therefore needs to be taken into consideration. Prior trauma is a factor in adolescent exploitation and many young people have seen relationships that are abusive.</p> <p>A female (adult) offender is almost twice as likely to be a victim of Domestic Violence than a non-offender. It should also be noted from research that 1 in 4 young male offenders have disclosed experience of domestic violence.</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></p> <ul style="list-style-type: none"> <li>• 1 in 4 young male offenders (sentenced or on remand) had experienced domestic violence at home</li> <li>• Nationally 30% of women experience domestic violence in some way shape or form</li> <li>• Over 50% of women in prison report having suffered Domestic Violence.</li> <li>• Over 1/3 of domestic violence incidents starts to get worse when a woman is pregnant.</li> <li>• One midwife in five knows that at least one of her expectant mothers is a victim of domestic violence</li> <li>• A further one in five midwives sees at least one woman a week who she suspects is a victim of domestic violence</li> </ul> <p style="text-align: right;"><i>*Expand box as required</i></p>
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**Sources used:**

- Havering Serious Group Violence and Knife Crime Strategy 2018-21
- Havering Serious Group Violence and Knife Crime Strategy 2018-21 Equality Impact Assessment
- Risk and protective factors for offending. Loeber & Farrington, 2000; Fergusson et al., 2005; Rutter et al., 2006
- <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\\_c1wvclt\\_t/domestic-violence-and-gangs/](https://prezi.com/ut_c1wvclt_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:**

Serious youth violence and the criminal / sexual exploitation of children and young people is closely linked to poverty, reduced social mobility and exclusion. Children excluded are predominantly from lower income households (four times more likely to have grown up in poverty) and are more likely to become unemployed, develop severe mental health problems and go to prison.

55 per cent of 5–10 year-olds and 40 per cent of 11–15 year-olds in schools for excluded pupils are eligible for free school meals compared to 14 per cent of the pupil population nationally.

There are strong correlations between children excluded from school and offenders in prison. IPPR in a report (2017) found that 63% of prisoners had been excluded at some point and those prisoners are more likely to reoffend and return to prison.

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) and criminal exploitation 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 the young people perceive this activity as financially rewarding (coming from a

background of little disposable income) but in reality they 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. 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.

*\*Expand box as required*

#### **Evidence:**

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

#### **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 Serious Group Violence and Knife Crime Strategy 2018-21
- Havering Serious Group Violence and Knife Crime Strategy 2018-21 Equality Impact Assessment
- Making The Difference: The role of workforce development in breaking the link between school exclusion and social exclusion (IPPR October 2017)
- Havering adult offender profile  
<https://www.gov.uk/universal-credit/overview>
- Keeping kids safe, Children’s Commissioner for England February 2019
- 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>
- 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*

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

**Positive**

✓

**Neutral**

**Overall impact:**

The potential is for this service to have a long term positive impact on young people and their families although in the short term there may be negative impacts.

The Children's Commissioner reports that young people associated with gang activity (and assessed by children's social care) are 77% more likely to have the child's mental health identified as a factor at assessment than other children assessed by children's services. They are also 95% more likely to have Social, Emotional and Mental health issues identified as a primary SEN need than other children assessed by children's services.

Poverty and inequality, mixed with prior trauma and limited aspiration can combine lead to exploitation and with it significant mental ill health.

There are increasing numbers of children with complex needs – where mental ill health, unstable or unsafe family environments and learning needs combine. Our safeguarding adolescents service aims to identify and work sooner with these potentially vulnerable young people.

**Negative**

✓

It is recognized that the impact of development of our approach on adolescent safeguarding will be positive, in that the health and wellbeing of families in this cohort should improve as a result of identification and earlier intervention. The opportunities for jobs and employment (therefore increased household income) will be a positive. Similarly, looking holistically at the family and wider determinants of health, the systemic (whole family) approach is a positive one and enable the service to potentially address (e.g.) debt and money management in families and reduce reliance on (e.g.) foodbanks, credit and debt.




There could be perceived negative impacts for some families, particularly in the short term and when data from across the partnership has identified a young person who we believe is susceptible to future exploitation. This is not uncommon (for example the Troubled Families programme can experience similar negativity in the early stages of working with families) and this will be mitigated via

	<p>training for workers and clear guidelines on the collection and sharing of information, consistent with data protection protocols and legislation.</p> <p style="text-align: right;"><i>*Expand box as required</i></p> <p><b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>
<p><b>Evidence:</b>          Institute for Public Policy Research, MAKING THE DIFFERENCE BREAKING THE LINK BETWEEN SCHOOL EXCLUSION AND SOCIAL EXCLUSION (2017).</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
<p><b>Sources used:</b>          Strand S and Fletcher J (2011) A Quantitative Longitudinal Analysis of Exclusions from English Secondary Schools, University of Oxford</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

### 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:

	<p>1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p><b>Proceed with implementation</b> of your activity</p>
	<p>2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u></p>		<p><b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA</p>
	<p>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</p>		<p><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></p>

## 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	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
Disability	Data around this protected characteristic, in the context of adolescent safeguarding, criminal exploitation and serious youth violence, has not been collated. Whilst there is some scattered data available, there is not enough to make any meaningful conclusion.	Commissioned services and the safeguarding adolescents service will record and collate data on this protected characteristic in future.	Data recorded may highlight trends we have not previously considered.  Understanding this characteristic and the reasons leading to the development of this characteristic will enable partners to better address adolescent safeguarding	June 2020	Anita Stewart
<b>Religion/faith</b>	Data around this protected characteristic, in the context of	Commissioned services and the safeguarding adolescents	This characteristic is neutral in the context of equality and potential detriment of service to	To be developed and reviewed June 2021	Anita Stewart

	adolescent safeguarding, criminal exploitation and serious youth violence, has not been collated. Whilst there is some scattered data available, there is not enough to make any meaningful conclusion.	service will record and collate data on this protected characteristic in future, subject to disclosure by individuals where chosen.	individuals concerned. Any identified issues or needs required by a person's specific characteristic would be respected and considered on an individual basis.		
<b>Gender reassignment</b>	Data around this protected characteristics has not been collected by services.	Commissioned services and the safeguarding adolescents service will record and collate data on this protected characteristic in future, subject to disclosure by individuals where chosen.	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 June 2021	Anita Stewart
<b>Sexual orientation,</b>	Data around this protected characteristic has not been collected by services.	Commissioned services and the safeguarding adolescents service will record and collate data on this protected	This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned. Any identified issues or	To be developed and reviewed June 2021	Anita Stewart

		characteristic in future, subject to disclosure by individuals where chosen.	needs required by a person's specific characteristic would be respected and considered on an individual basis.		
<b>Marriage/civil partnership</b>	Data around this protected characteristic has not been collected by services, with regards to adolescent safeguarding.	Commissioned services and the safeguarding adolescents service will record and collate data on this protected characteristic in future, subject to disclosure by individuals where chosen.	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 June 2021	Anita Stewart

**Add further rows as necessary**

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).



## 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:**

It is proposed for this assessment to be reviewed in September 2020, a year after the planned implementation of the adolescent safeguarding approach.

**Scheduled date of review:** September 30<sup>th</sup> 2020

**Lead Officer conducting the review:** Anita Stewart, Head teacher, Virtual School and Head of Youth Services and Participation.

*\*Expand box as required*