



# Havering

L O N D O N   B O R O U G H

## **CRIME & DISORDER SUB-COMMITTEE AGENDA**

**7.00 pm**

**Tuesday  
11 September 2018**

**Committee Room 3A -  
Town Hall**

Members 6: Quorum 3

**COUNCILLORS:**

Bob Perry (Chairman)  
John Tyler (Vice-Chair)  
Tele Lawal

Michael Deon Burton  
Timothy Ryan  
Melvin Wallace

**For information about the meeting please contact:  
Victoria Freeman 01708 433862  
victoria.freeman@onesource.co.uk**

## **Protocol for members of the public wishing to report on meetings of the London Borough of Havering**

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

Reporting means:-

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

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

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

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

### **What is Overview & Scrutiny?**

Each local authority is required by law to establish an overview and scrutiny function to support and scrutinise the Council's executive arrangements. Each overview and scrutiny sub-committee has its own remit as set out in the terms of reference but they each meet to consider issues of local importance.

The sub-committees have a number of key roles:

1. Providing a critical friend challenge to policy and decision makers.
2. Driving improvement in public services.
3. Holding key local partners to account.
4. Enabling the voice and concerns to the public.

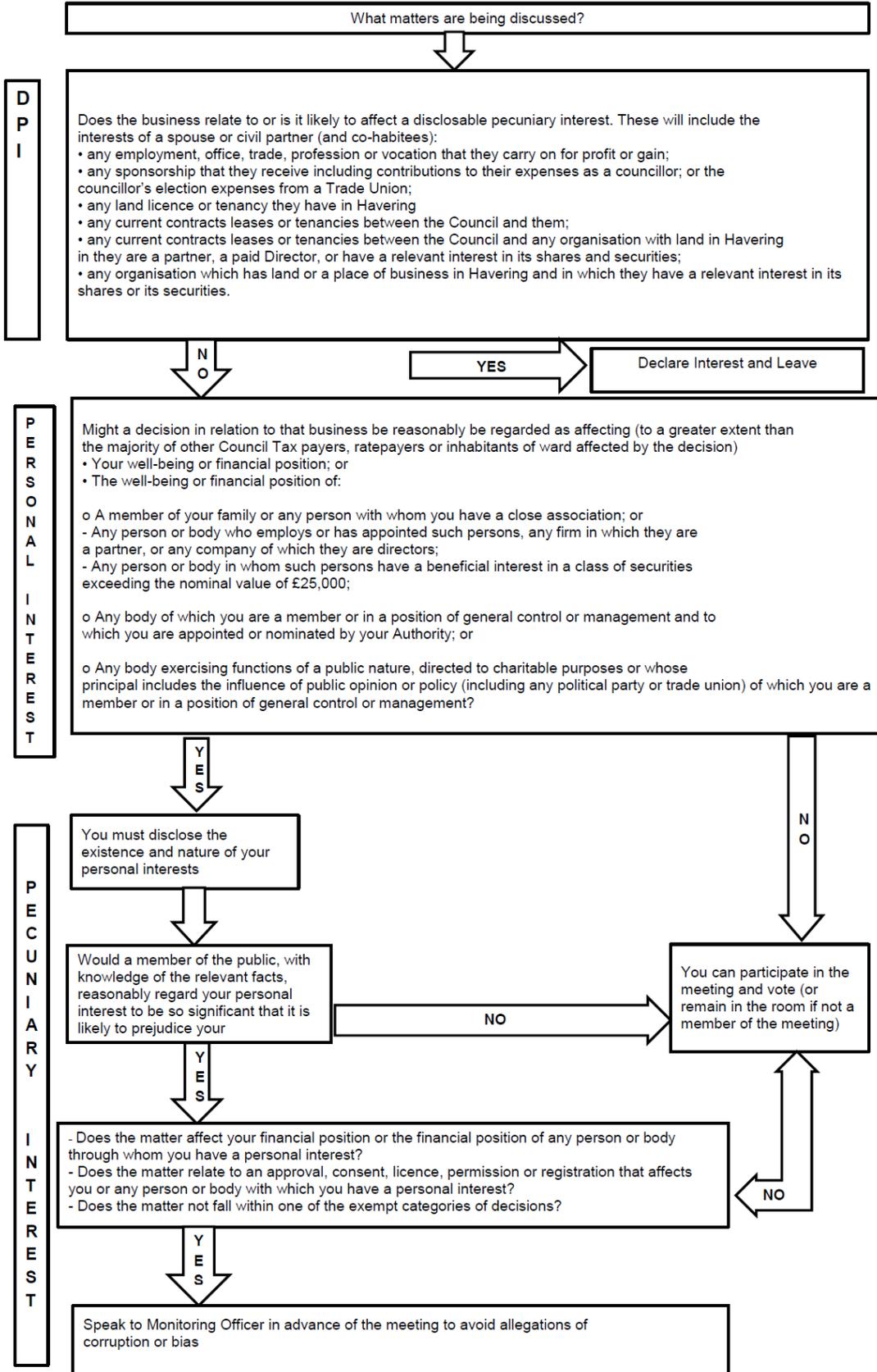
The sub-committees consider issues by receiving information from, and questioning, Cabinet Members, officers and external partners to develop an understanding of proposals, policy and practices. They can then develop recommendations that they believe will improve performance, or as a response to public consultations. These are considered by the Overview and Scrutiny Board and if approved, submitted for a response to Council, Cabinet and other relevant bodies.

Sub-Committees will often establish Topic Groups to examine specific areas in much greater detail. These groups consist of a number of Members and the review period can last for anything from a few weeks to a year or more to allow the Members to comprehensively examine an issue through interviewing expert witnesses, conducting research or undertaking site visits. Once the topic group has finished its work it will send a report to the Sub-Committee that created it and will often suggest recommendations for the Overview and Scrutiny Board pass to the Council's Executive.

### **Terms of Reference**

The areas scrutinised by the Committee are in exercise of the functions conferred by the Police and Justice Act 2006, Section 19-22 and Schedules 8 & 9.

**DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF**



## **AGENDA ITEMS**

### **1 CHAIRMAN'S ANNOUNCEMENTS**

The Chairman will announce details of the arrangements in case of fire or other events that might require the meeting room or building's evacuation.

### **2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS**

(if any) – receive.

### **3 DISCLOSURE OF INTEREST**

Members are invited to disclose any interest in any of the items on the agenda at this point of the meeting.

*Members may still disclose any interest in an item at any time prior to the consideration of the matter.*

### **4 MINUTES OF THE MEETING** (Pages 1 - 6)

To approve as correct the minutes of the meetings held on 18 July 2018 and authorise the Chairman to sign them.

### **5 PERFORMANCE INDICATORS - QUARTER 1 (2018/19)** (Pages 7 - 14)

### **6 NIGHT TIME ECONOMY (NTE) PROBLEM PROFILE 2018** (Pages 15 - 20)

### **7 POLICING THE NIGHT TIME ECONOMY** (Pages 21 - 58)

### **8 VIOLENCE AGAINST WOMEN AND GIRLS STRATEGY 2018** (Pages 59 - 88)

### **9 KNIFE CRIME** (Pages 89 - 120)

### **10 SUB-COMMITTEE WORK PROGRAMME** (Pages 121 - 122)

Committee Members are invited to indicate to the Chairman, items within this Committee's terms of reference they would like to see discussed at a future meeting.

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

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**MINUTES OF A MEETING OF THE  
CRIME & DISORDER SUB- COMMITTEE  
Committee Room 1 - Town Hall  
18 July 2018 (7.00 - 8.14 pm)**

**Present:**

Councillors Bob Perry (Chairman), Tele Lawal, Timothy Ryan, Melvin Wallace and Christine Smith

Apologies for absence were received from Councillor John Tyler and Councillor Michael Deon Burton

**43 MINUTES OF THE MEETING**

The minutes of the meeting of the Sub-Committee held on 29 August 2017 and the 30 November 2017 were agreed as a correct record and signed by the Chairman.

The notes of the inquorate meeting held on the 27 February 2018 were received and noted.

**44 CRIME AND DISORDER OVERVIEW AND SCRUTINY COMMITTEE PERFORMANCE INDICATORS - QUARTER 4 (2017/18)**

The Sub-Committee received information on performance against indicators previously selected for monitoring by the Crime and Disorder Overview and Scrutiny Sub-Committee during Quarter 4 (January – March 2018).

Since the tri-borough model came into effect, there had been a significant improvement in response times to Immediate (I) and Significant (S) Grade Incidences. As at the end of March 2018, rolling averages sat at 83.5% for all 'I' graded calls and 88.9% for Domestic Abuse 'I' graded calls, across the whole BCU area. For the same period, local performance against target response times was at 84.7% for all 'S' graded calls, and 91.7% for Domestic Abuse S graded calls, the first time the percentage had exceeded the 90% target.

As of the 4 September 2018, Havering's performance for all 'I' graded calls was at 81.1% (against a target of 90%) and 82.4% for Domestic Abuse 'I' graded calls; S graded calls was at 82.3% (an improvement of 1.3% compared to the 3 September 2017 baseline) and 72% for Domestic Abuse 'I' graded calls (8% below the September baseline). Although the 90% target was not being met consistently, there had been an improvement on pre tri-borough performance. Performance of individual teams would be collated to identify areas of non-performance and correlating issues. The 90% target had been in place for 8 years and did not account for significant increase in response staff responsibilities and workload. Response were

risk assessing calls to a greater extent, therefore call handling times had increased but the right calls were being responded to.

In Quarter 4 of 2017/18, there were 62 calls to police regarding incursions at 13 separate locations, however it two received a repeat visit after the travellers had initially left. These 62 calls represented 7.8% of the 799 incidents closed as anti-social behaviour calls within the reporting period. Whilst this was the highest figure seen over the past year, some incursions during Quarter 4 remained in place for several days due to community events and injunctions in neighbouring boroughs.

**RESOLVED:**

**That the contents of the report, be noted.**

**45 TRI BOROUGH POLICING MODEL AND CURRENT POLICING PROVISION IN HAVERING**

Although Knife Crime and Gangs presentations were offered to schools, it had not been possible to offer officer support due to officer resource allocation being down from 30,000 to 27,000. The BCU were currently down by 76 support officers, a shortage of 6%, due to a variety of non deployability and disciplinary issues.

The number of delegated ward officers was at 100%. Emergency officer support had been deployed to cover the Romford Town centre area, the area identified to be the greatest risk in the borough; and officers from surrounding wards were being deployed into the town centre after shift allowing for additional presence on Friday and Saturday nights and Sunday mornings. Since 1 May 2018, there had been 70 arrests made in Romford Town Centre and 87 stop and searches.

There had been an increase in robbery across the country. Since the last quarter, there had been a significant decrease in burglary and robbery in the borough.

The movement of outside gang members coming into the East Area was an issue that appeared to be an increasing problem with evidence of outside gangs members coming in from other areas of the capital. The Gangs Unit was shared across the three boroughs and focused primarily on intel gathering.

**RESOLVED:**

**That the report on the tri-borough policing model and current policing provision in Havering, be noted.**

46 **HAVERING COMMUNITY SAFETY PARTNERSHIP PLAN 2018/19 REFRESH**

The Sub-Committee received a report which detailed the steps taken to refresh the Havering Community Safety Partnership Plan 2017/18 – 2019/20.

The Havering Community Safety Partnership Plan had been refreshed to acknowledge the Police and Crime Plan and Knife Crime Strategy and the Violence Against Women and Girls (VAWG) Strategy. The new VAWG strategy had been deferred due to the deferment of the PAN London Strategy.

Work to tackle violence against women and girls had led to a feeling amongst professionals locally that provisions for perpetrators could be improved and that services could be developed through a perpetrator panel to assist those who accepted their flaws in committing acts of domestic abuse and wished to seek help. Havering would benefit from the tri-borough model as a reduction in unit costs would make the offer more viable.

An action to develop a modern day slavery working group had been placed under the Violence Against Women and Girls section, however any slavery work carried out to tackle modern slavery would be done so with consideration of all types of forced work; the acts of trafficking; and the criminal groups behind these.

The refreshed plan acknowledged the growth in strength of the Serious Group Violence Panel with an action to develop association groups which operated in Havering.

The development of a tri-borough acquisitive crime group would be supported and the Neighbourhood Watch scheme reviewed with the concept of local crime prevention groups expanded to include street watch and allotment watch.

There had been a new action to work with the Portman Group to develop town centre safe havens aimed to bring together existing services to offer increased co-ordination which would further reduce the impact of the night-time economy on emergency services.

**RESOLVED:**

**That the Community Safety Partnership Plan 2018/19 refresh which had been approved by Havering Community Safety Partnership in April 2018, be noted.**

47 **HAVERING COMMUNITY SAFETY PARTNERSHIP, ANNUAL STRATEGIC ASSESSMENT 2017**

The Sub-Committee received a presentation on the Strategic Assessment of Crime and Disorder in Havering for 2017, which was carried out using data for October 2016 to September 2017; prepared between October 2017 and December 2017, then presented at the January meeting of the Havering Community Safety Partnership.

The presentation looked at performance; the harm caused by crime; problems identified; and the priorities which have led to the refresh of the Havering Community Safety Plan.

Work had been undertaken to raise awareness with professionals of Child Sexual Exploitation. The London Borough of Havering had appointed an analyst to review police and social-services data, in order to gain an understanding of the data and to make recommendations internally and to partners on how identification and recording could be improved.

With regards to performance and recent trends, there had been an increase in robbery, sexual offences, weapon enabled crime, motor vehicle crime, and serious youth violence. There had also been an increase in burglary non-dwelling; violence without injury; and damage to dwellings.

Data highlighted that those in their mid-teens to mid-thirties were at greatest risk of victimisation from harmful and high risk problems, with the greatest increase in the 14-17 age group; domestic abuse and sexual offences were more likely to be reported by females, whereas serious wounding and robbery were more likely to be reported by males. The overall breakdown of all violence was 35% female and 65% male.

Statistics showed that cash, phones, credit cards and jewellery continued to be the most stolen items, with iPhones accounting for 60% of the phones stolen in all crime types. Ford continued to be the most stolen, and stolen-from, vehicles in the borough.

The data showed that concern about most issues had increased during the Strategic Assessment period; however concern about general crime was lower, and drug concerns remained the same.

Crime offence rates were above average for those aged 14-39, with peak offending age being 16-24; for more serious violence and sexual offences the predominant age range was 16-30, but for domestic abuse the age range extended into the forties.

Overall, crime levels were mainly clustered around the Romford and Harold Hill town centres. Beyond the town centres, which experienced crime throughout day and night there might be issues with repeat-callers, or businesses which experienced higher levels of crime. Hotspots for burglaries, household criminal damages, and vehicle crimes, were spread

across the wider residential parts of the borough. Assaults and robberies remained in the town centres as hot spots. This information would be looked into further in any subsequent problem profiles.

The highest concentration of accused for all Total Notifiable Offences was in Gooshays Ward, which also featured the highest rate of accused for all domestic offences, and domestic violence with injury, and featured the highest number of Domestic Abuse incidents out of all wards.

Top categories impacting across Havering were domestic abuse, violent crime and youth violence, burglary, sexual offences and anti-social behaviour. The main contributory factors in commission of crime were alcohol harm drug, use / misuse and domestic abuse perpetration.

The recommendations which arose from the Strategic Assessment in reaction to the developments seen locally were:

- To retain the strategic priorities agreed for Havering last year.
- Maintain a strong focus on reducing reoffending, especially for adults and those involved in gangs.
- Reducing repeat victimisation, especially violence against women and girls, child sexual exploitation and anti-social behaviour.
- Reducing substance misuse and the harm it causes.
- Reducing problems in communities experiencing disproportionate levels of crime.
- Improving feelings of safety through communications.

**RESOLVED:**

**That the Strategic Assessment 2017, which was approved by Havering Community Safety Partnership on the 16<sup>th</sup> January 2018, be noted.**

**48 CRIME AND DISORDER OVERVIEW AND SCRUTINY SUB-COMMITTEE - WORK PROGRAMME 2018-19**

The Sub-Committee agreed the work programme for 2018-19 and requested that a working party be convened to discuss possible topic areas for consideration.

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**Chairman**

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**CRIME AND DISORDER OVERVIEW AND SCRUTINY COMMITTEE**

<b>Subject Heading:</b>	Crime and Disorder Overview and Scrutiny Committee Performance Indicators - Quarter 1 (2018/19)
<b>SLT Lead:</b>	Steve Moore (Director – Neighbourhoods)
<b>Report Author and contact details:</b>	Kit Weller, Community Safety Analyst, Community Safety and Development Team, 01708 433 465, kit.weller@havering.gov.uk
<b>Policy context:</b>	The report sets out Quarter 1 performance for indicators relevant to the Committee.
<b>Financial summary:</b>	<p>There are no direct financial implications arising from this report. However adverse performance against some performance indicators may have financial implications for the Council.</p> <p>All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience financial pressures from demand led services.</p>

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

Communities making Havering	[X]
Places making Havering	[X]
Opportunities making Havering	[]
Connections making Havering	[]

**SUMMARY**

The report provides information on performance against the indicators previously requested by the Crime and Disorder Overview and Scrutiny Sub-Committee during Quarter 1 (April – June 2018).

**RECOMMENDATIONS**

That the Crime and Disorder Overview and Scrutiny Committee note the contents of the report; consider the performance information required going forward; and request information as set out in the report.

**REPORT DETAIL**

**Deployable Police resources compared with establishment**

Information has been requested by the Committee on the following police resourcing information:

**1) Shifts where minimum staffing strength is met**

This information is not available in an accessible format on the Metropolitan Police internal ‘dashboards,’ which are used to obtain information for points 2 and 3 of this report. An attempt was made to obtain this information for the July meeting of the *Overview and Scrutiny Committee* through a request submitted in good time to the department of the Metropolitan Police concerned with resourcing performance, however completion of this request was postponed on the grounds that it was not;

- a) a Met led request
- b) a legal requirement (FOIA)
- c) a HMICFRS request
- d) a MOPAC Board request
- e) an Met wide requirement.

Under Section 4 of the *Local Authorities (Overview and Scrutiny Committees) (England) Regulations 2012*, a written request from the Committee to police would make provision of this information a legal requirement, and would also ensure that this information could be prepared using a consistent method by the police department which handles this information.

**2) Working days lost to aid abstractions from ring fenced roles / Neighbourhood officers abstracted by rank**

For those officers posted to Dedicated Ward Officer (DWO) roles, the number of working days lost due to abstractions each month are as shown in *table 1*, based on converting the figure provided in hours into eight-hour working days.

*Table 1. Working days abstracted by rank*

	PC		PCSO		Acting Sergeant	
	Days Abstracted	Not Abstracted	Days Abstracted	Not Abstracted	Days Abstracted	Not Abstracted
<b>Jul.</b>	48.63 (7.3%)	616.8 (92.7%)	34.2 (9.6%)	323.8 (90.4%)	1.25 (8.2%)	14 (91.8%)
<b>Aug.</b>	195.9 (29.9%)	458.6 (70.1%)	27.5 (8.3%)	303.8 (91.7%)	2.4 (14.6%)	14 (85.4%)
<b>Sep.</b>	79.5 (13.4%)	511.7 (86.6%)	16.9 (5.6%)	284.9 (94.4%)	0 (0%)	19.3 (100%)
<b>Oct.</b>	232.6 (36.4%)	407.1 (63.6%)	96.8 (32.3%)	202.8 (77.7%)	7.3 (32.4%)	15.2 (77.6%)
<b>Nov.</b>	151.3 (21.7%)	545 (78.3%)	63.3 (18.5%)	279.3 (81.5%)	0 (0%)	18.2 (100%)
<b>Dec.</b>	49.8 (8.9%)	509.2 (91.1%)	7.8 (2.4%)	316.9 (97.6%)	2.6 (15.2%)	14.5 (84.8%)
<b>Jan.</b>	36.8 (5.5%)	639.9 (94.5%)	13.8 (4%)	331.9 (96%)	No one is shown in the data as performing as an Acting Sergeant during Q4 17/18 onwards	
<b>Feb.</b>	37.8 (5.8%)	609 (94.2%)	7.3 (2.3%)	313.2 (97.7%)		
<b>Mar.</b>	21.5 (3%)	676 (97%)	5.8 (1.8%)	335.8 (98.2%)		
<b>Apr.</b>	45.1 (7.4%)	573.2 (92.6%)	14.3 (4.6%)	294.2 (95.4%)		
<b>May</b>	96.9 (13.3%)	631 (86.7%)	49.8 (14.2%)	299.7 (85.8%)		
<b>Jun.</b>	84 (12.4%)	591 (87.6%)	52 (14.4%)	310 (85.6%)		

**3) Number of officers abstracted for aid, court and training (eight-hour working days) / officer roles abstracted**

The number of officers abstracted for each duty is difficult to provide in a simple form due to various shift patterns being worked such as part-time or compressed hours, or an abstraction only taking up part of a shift; therefore the number of officers abstracted would not have provided a uniform representation and the figure is shown in *table 2* as the number of eight-hour shifts for which each role is abstracted from ward duties.

January to March have seen the lowest levels of abstractions in the year monitored so far, and the first three months of the calendar year are, in theory, unlikely to have the same level of abstractions for demonstrations, sporting events, or festivals, as the summer months. The *local aid* figures for June include a significant amount of postings shown as *world cup aid*; however it is not known if these postings relate to activity on-borough or events elsewhere in London. In either case, it is wholly understandable that this significant sporting event would have placed a demand on police resources.

**Crime and Disorder Overview and Scrutiny Committee, 11 September 2018**

*Table 2. Working days abstracted by type and role.*

	Aid		Local Aid		Training		Court		Staffing-up	
	PC	PCSO	PC	PCSO	PC	PCSO	PC	PCSO	PC	PCSO
Jul	-	-	4.25	13.5	41.4	20.7	-	-	2.4	-
Aug	11.9	-	36.1	2.6	76.6	24.9	-	-	71.4	-
Sep	2.25	-	8.9	1.25	55.6	14.7	1.1	-	11.6	-
Oct	-	-	161.3	70.1	65.5	23.7	5.8	1.1	-	-
Nov	19.4	5.9	83.3	40.1	51	20.4	1.1	-	-	-
Dec	13.1	-	11.6	5.5	27	4.7	1.3	-	-	-
Jan	2.9	-	-	-	33.9	12.9	-	0.9	-	-
Feb	7	-	-	-	28.4	7.3	2.4	-	-	-
Mar	3.5	1.3	-	-	13.5	4.6	4.5	-	-	-
Apr	3.13	-	-	-	40	12.1	2	2	-	-
May	72.5	31.8	-	-	24.4	18	-	-	-	-
Jun	1.13	-	37.75	38.6	40.13	13.3	4.8	-	-	-

Table 3 (below) displays the percentage of time for DWOs on each ward in April, May, and June. This has been calculated using the amount of time PCs or PCSOs are abstracted from their ward-based duties, compared to the total time they are shown working for. Viewing this information as a percentage does not take into account differing staffing levels between wards.

*Table 3. Percentage of DWOs' time spent on ward – April to June 2018*

	PC	PCSO
Brooklands	87	91
Cranham	88	87
Elm Park	84	88
Emerson Park	91	86
Gooshays	89	89
Hacton	82	83
Harold Wood	92	84
Havering Park	96	87
Heaton	88	92
Hylands	90	88
Mawneys	86	95
Pettits	91	93
Rainham & Wennington	84	85
Romford Town	96	96
South Hornchurch	92	92
Squirrels Heath	83	85
St Andrews	87	86
Upminster	90	86
Total	89	89

**4) Working days lost to sickness (FTE – Havering and East Area Command)**

This information can only be provided as a total figure for the East Area Command Unit. As with point 1 in this section; if this figure is required then it is recommended that a written request is submitted for police to provide this in a consistent format.

**Response time to Immediate (I) and Significant (S) Grade Incidents**

The MPS has a target to reach 90% of “Immediate” (I) graded calls within 15 minutes of the call being made. The MPS target for “Significant” (S) grade calls is to reach 90% within one hour of the call being made.

Data from police is no longer available as a percentage figure for each month; however is now provided as a rolling average for I and S grades of calls met within target times, and also domestic abuse calls in each of these gradings. The rolling average is provided from 4<sup>th</sup> September 2017, when revisions to the tri-borough model came into effect.

**I-grades:** For the week commencing 9<sup>th</sup> July 2018 Havering has seen an improvement for I calls with a rate of 81.1% in-target (an average rate of 81% since September). This is in line with the overall BCU improvement which saw response rates of 83.8% for the week (an average rate of 84% since September). For the same period, Havering DA I grade calls have also seen an improvement with a rate of 82.4% (an average of 81% since September). East Area BCU also saw an improvement for the same period with a response average of 85.6% (an average of 81% since September).

By comparison, as an average since September both Redbridge, and Barking and Dagenham, have seen I grade rates of 85% against the 81% seen in Havering.

**S-grades:** The rolling averages since September 2017 are as follows: Locally, 83% of S grades are met within an hour, against 79% for the BCU; and for Domestic Abuse S grades this figure is 80% against 78% for the BCU. Redbridge has an average rate since September of 76%, while Barking and Dagenham has a rate 79% (against the Havering rate of 83%).

**Percentage of anti-social behaviour (ASB) reports relating to traveller incursions**

Calls to police are recorded on the Computer Aided Despatch (CAD) system. CAD records are given a series of ‘*opening codes*’ which relate to the information the call handler is given, and ‘*closing codes*’ which relate to the situation the officer who attends actually assesses it to be. The ‘*opening codes*’ and ‘*closing codes*’ can be different, such as if a member of the public telephones the police regarding what they perceive to be anti-social behaviour, but when police attend they find that criminal offences have been committed and a crime report is recorded – thus meaning the closing code reflects crime rather than ASB. Choice of which codes to use can also be subjective depending on the call-despatcher closing the record down.

In Quarter 1 of 2018/19, there were 29 calls to police regarding incursions by travellers at thirteen separate locations; therefore there were a number of repeat calls for the same sites, often over a period of a couple of days. There were four sites which saw more repeat calls where others saw only one or two calls. With some of the incursions remaining in place for several days or weeks it is understandable that they will result in a higher number of calls from members of the public

A reduction in the number of calls was seen compared to last quarter (quarter 4 17/18) whereby 62 calls were made, accounting for 7.8% of overall ASB calls. For comparison with previous year 17/18; levels were 1% in Q1; 0.58% in Q2; 2.1% in Q3, and 7.8% in Q4 of 2017/8.

When expressed as a percentage, the 29 calls received account for 2.5% of the 1,158 calls which were closed as ASB matters. This however is not the same as saying that 2.5% of ASB relates to traveller incursions, as the number of calls received to any encampment can vary depending on its location (and the number of passers-by) and the time it is in place.

**APPENDICES:**

**Appendix 1 Demand Pressures (Q1 2018-19)**

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

There are no financial implications arising directly from this report which is for information only. However adverse performance against some performance indicators may have financial implications for the Council.

All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience significant financial pressures in relation to a number of demand led services. SLT officers are focused upon controlling expenditure within approved directorate budgets and within the total General Fund budget through delivery of savings plans and mitigation plans to address new pressures that are arising within the year and regularly consider reports as part of budget monitoring and budget setting processes.

**Legal implications and risks:**

Whilst reporting on performance is not a statutory requirement, it is considered best practice to review the Council's progress against the Corporate Plan and Service Plans on a regular basis.

**Human Resources implications and risks:**

There are no specific Human Resource implications or risks arising directly from this report.

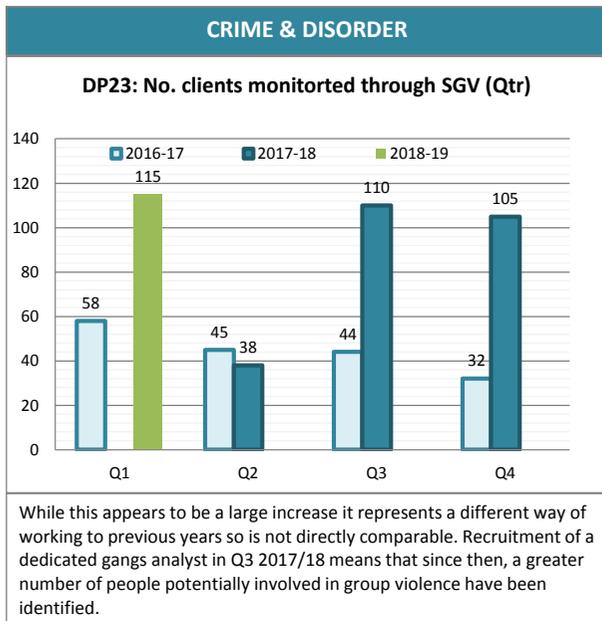
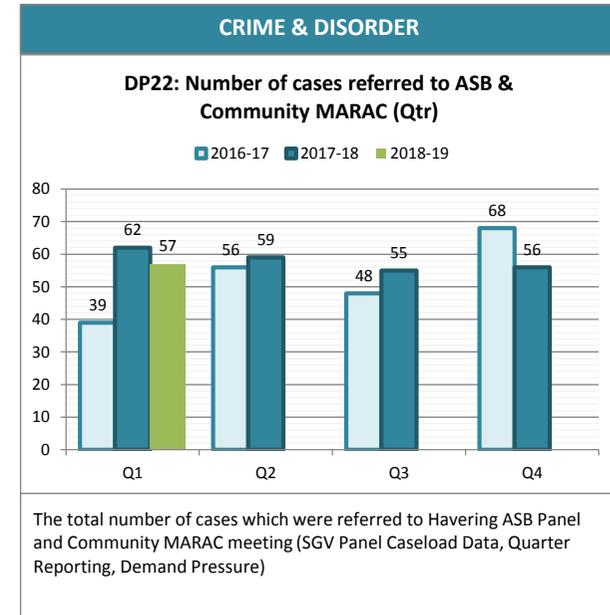
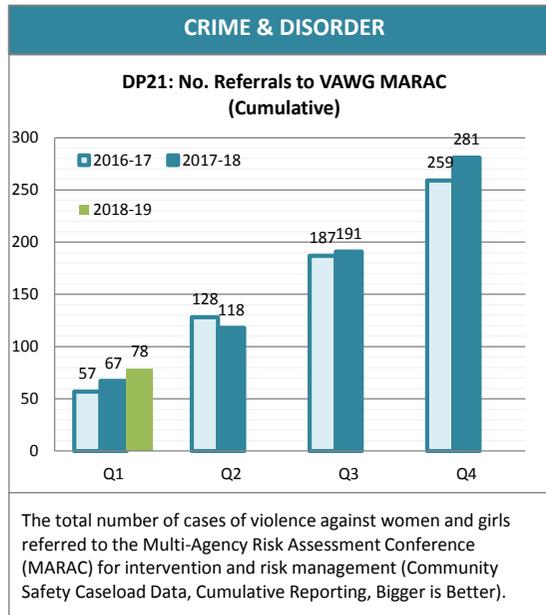
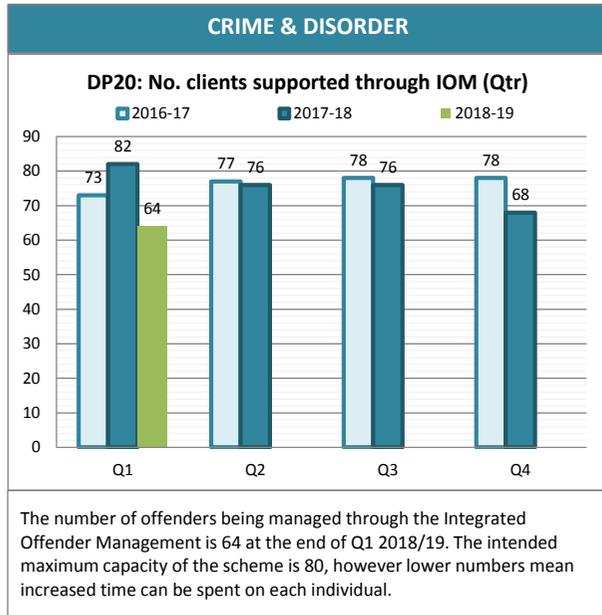
**Equalities implications and risks:**

This report relates to information requested by the committee rather than policy. There are no direct equalities implications or risks associated with this report.

# Appendix 1: Quarter 1 2018/19 Demand Pressure Dashboard

Taken to Crime and Disorder Overview Scrutiny sub-committee

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**CRIME AND DISORDER OVERVIEW AND SCRUTINY COMMITTEE**

**Subject Heading:**

Night Time Economy (NTE) problem profile 2018

**SLT Lead:**

Steve Moore

**Report Author and contact details:**

*Diane Egan*  
[Diane.egan@havering.gov.uk](mailto:Diane.egan@havering.gov.uk)  
01708 432927

**Policy context:**

*Our vision is focused around the borough's communities, places, opportunities and connections. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annual analysis of crime and disorder in the area, which will then be used to create a strategy to reduce these. This is relevant to our vision by ensuring the safety of our communities, and creating safer places; thereby improving opportunities for individuals and businesses*

**Financial summary:**

There are no direct risks regarding Council finances. Havering receives an annual grant from the Mayor's Office for Policing and Crime which currently funds the Street Triage project until March 2019. The Taxi Marshall scheme is funded from TFL LIP funding until March 2019. All other projects are delivered through existing resources.

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

Communities making Havering	[X]
Places making Havering	[X]
Opportunities making Havering	[]
Connections making Havering	[]

**SUMMARY**

The night time economy problem profile sets out the London Borough of Havering profile on non-domestic abuse violence with injury crimes, using data from a number of different partners such as Metropolitan Police, London Ambulance and other sources. Following the annual strategic assessment in January 2018, further analysis was conducted to review crime in relation to the night time economy, especially within Romford town centre, to inform the work programme of the HCSP.

**RECOMMENDATIONS**

That members note the content of the report.

**REPORT DETAIL**

The HCSP annual strategic assessment identified Romford Town ward as the ward with the highest volume in Havering for criminal offences. Locations within this ward were analysed to identify hotspots and specific problem areas to help direct resources/action in the most effective ways. This problem profile used CRIS reports recorded by the Police in calendar year 2017, as well as other datasets such as Transport for London, London Ambulance Service, British Transport Police and CCTV recorded by Havering CCTV team. As a caveat not all reports have all fields completed and thus, the analysis is carried out using the data available. The problem profile considered three types of crimes occurring within Romford Town; Violence with Injury, Theft and Handling and Drug Offences (the top three offences in Romford Town). For the purpose of this report, when the report discusses the 'night time economy' period, for the peak activity in the week, this will be in relation to:

- Friday - 2100hrs and 0000hrs
- Saturday - 0000hrs and 0459hrs
- Saturday - 2100hrs to 0000hrs
- Sunday - 0000hrs and 0459hrs

Romford Town centre at night currently welcomes around 11,000 visitors on a Friday and Saturday night. It is not surprising with the numbers of people visiting the town centre of a night and the mixture of alcohol, that Romford still remains a hotspot for crime.

Romford's night time economy is however changing. The new ice rink (with an 800 capacity for ice hockey games) and the opening of new restaurants in the Brewery in July 2018 (with a capacity of around 600) means that the night time economy is diversifying and growing, bringing with it new challenges around accessibility, keeping visitors safe, maintaining cleanliness regimes, ensuring that it is well-managed and offers a range of activities to suit residents and attract visitors to the borough. This report will also highlight the projects that are currently being delivered in the town centre to assist in achieving this.

#### Key findings of the problem profile

Romford Town had the highest rate of Violence with Injury (non DA) and the 8th highest volume in all London wards in 2017. The top three offences in 2017 committed in Romford Town Centre during NTE hours were Violence against the Person, Theft and Handling and Drug offences.

Analysis of partnership data, from 2016 to 2017, found that British Transport Police, Transport for London and London Ambulance alcohol callouts during night time hours all saw an increase in number of incidents.

From Local Authority data, 88% of CCTV incidents were recorded in Romford, 29% of those were during night time economy hours. The profile highlighted the top ten CCTV cameras that were most prevalent to capture incidents. Each coincided with the hotspot areas identified in police reports.

In Romford Town Centre, 44% of victims of violence with injury during night time hours are aged between 18 and 24. 62% of incidents were male v male, whilst the second highest group were females v females. 55% of suspects lived in Havering. Nearly 20% of victims recorded by police were aged between 11-17, particularly around the Gooshay's area.

69% of drugs were initially found by police, 20% by door staff and 10% by CCTV. Those aged 18 to 24 accounted for the highest suspects age group (51%), shortly followed by 25 and 31 (27%)

Over 80% of suspects were male and 50% of suspects self-classified their ethnicity as 'White- British'

32% of suspects for drug related issues resided in Havering. It is known that gang activity often corresponds with drug related activity. Analysis carried out by the Gangs Analyst identified a number of London boroughs in which gangs had connections in Havering. These main boroughs were Barking and Dagenham, Newham, Haringey, Greenwich and Redbridge. All boroughs appear as the suspect's residency for drugs in Romford town centre.

Key interventions

There are a number of key projects / programmes running in Romford Town Centre to tackle violence and crime in the night time economy.

1. Safe & Sound is a network of local businesses in Romford Town Centre which aims to work collaboratively to manage the night time economy and reduce crime and disorder in Romford town centre. The Community Safety and Development Team co-ordinates the Safe and Sound scheme in Romford for both the day and night time economy. This involves organising and administering meetings, chairing meetings, ensuring that information sharing protocols are fit for purpose, ensuring that all adhere to the information commissioner's policies, distribution of intelligence, introducing publicity campaigns, the introduction of projects such as Facewatch and Pubwatch online, Best Bar None and Purple Flag.
2. Banned from one, Banned from all is a civil banning scheme led by Safe and Sound to ban problematic individuals from all licensed premises in RTC. The Community Safety Team administers the banned from one banned from all scheme. Anyone that is arrested in the town centre will be presented to a committee of representatives from the night time/day time economy which will decide whether they should be served with a ban from their premises. Bans can be up to 2 years.
3. Street Pastors is a volunteer and community organisation utilised for high visibility patrols and engagement of young people to signpost to diversionary activities. Street Pastors operate in Romford Town centre on a Friday night from 10:00pm through to 4:00am. Teams of 3 pastors will make their way across the town centre assisting people in a number of ways – speaking to people, listening to people, offering flip flops or water, assisting people home, ringing parents, collecting any bottles or glasses left around the town centre. The team has a paid co-ordinator for the day to day running of the project. The Community Safety Team is a member of the Street Pastors Management Group.
4. Eds Place / Eds Out are a safe haven providing a venue for people going out in the evening from 10pm-3am. The project is operated by volunteers from local churches who work in the town centre on a Friday night from 10:00pm through to 4:00am. They operate out of a gazebo in Romford Town Centre. They act as a Safe Haven offering free soft drinks to people and a place for people to sober up and talk to people.
5. Marshalled Taxi Rank is a safety initiative providing a secure staffed taxi rank, supplied by Transport for London's public carriage office. Two taxi marshals operate on Eastern Road on Friday and Saturday nights from 10:30pm to 3:30 am. The taxi marshal scheme is funded on an annual basis. Applications are submitted to TFL via the Local Implementation Plan. Funding currently ends in March 2019 however we are working with colleagues in Regeneration to secure continued funding. The marshal's role is to help maintain an orderly queue. People looking for a cab will join the queue and marshals will direct them into the first available taxi. The aim is to allow people to catch licensed vehicles in a controlled and safe environment. The taxi marshal role is non-confrontational, however if disorder occurs they will be supported by the police.

6. Street Triage provides an initial response and first aid in Romford town centre from 10.30 pm to 4.30am on a Friday and Saturday night to reduce alcohol related violence within the Romford Ring Road and reduce ambulance call outs for non-emergencies. The Street Triage currently operates out of the medical room in Fiction and Cameo which is provided free of charge by the club. The scheme runs from 10.30pm through to 4.30am. The project was introduced to the town centre by Community Safety and is funded through MOPAC. The street triage employs two first aid trained staff and a security guard. The team visits all pubs and clubs of an evening and are the first responders on scene to provide an initial assessment to establish whether an ambulance is needed.
7. Town Link Radio is a radio system used by businesses, CCTV, Police and project workers within RTC to communicate incidents and alert members of staff when required for assistance. The town link radio system is owned and run by DCRS with day to day management from the Community Safety Team. The radio system in Romford is linked to CCTV allowing users to have direct access.
8. ScanNet is a scanning device used to record the identity of customers using a passport or driving licence before being allowed entry to a licenced venue within the night time economy.
9. Task and Targeting Group meets on a monthly basis and is a multi-agency approach to tackling the homeless issues. Members include Salvation Army, Immigration Services, Police, Safer Transport Team, Housing/Homelessness, Family Mosaic, Department of Work and Pensions, Westminster Drugs Project, and Hope for Havering. The group is chaired by Community Safety. The group was developed as a response to complaints being made by the business community in Romford Town Centre about the number of beggars and street drinkers. The purpose of the Task and Targeting meeting is to address and prevent street activity including rough sleeping, street drinking and begging. The aims and objectives of the group are:
  - To reduce the volume of rough sleeping in the borough of Havering
  - To reduce the volume of ASB and crime linked to rough sleepers in Havering
  - To develop a pathway from street to community to enable homeless individuals to improve their health, their safety and have the opportunity to re-integrate back into the wider community.
10. Public Space Protection Order was introduced by. The London Borough of Havering in September 2017. At the time of the introduction of the scheme Romford town centre was experiencing increasing levels of street drinking
11. Drugs dog operations have been delivered within the town centre as part of proactive operations and to show a zero tolerance for drug use by the partners.

## **IMPLICATIONS AND RISKS**

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

There are no direct risks regarding Council finances. Havering receives an annual grant from the Mayor's Office for Policing and Crime which currently funds the Street Triage project until March 2019. The Taxi Marshall scheme is funded from TFL LIP funding until March 2019. Work will be required going forward to ensure

future grant funding is received to continue these services in future years. All other projects are delivered through existing resources.

**Legal implications and risks:**

This report is in line with the Crime & Disorder Act 1998, Police and Justice Act 2006 and the various Crime and Disorder Regulations. The Council and other statutory partners including Health have a responsibility under the Crime and Disorder Act 1998 to address crime and disorder within the borough, with a statutory obligation to conduct an annual strategic assessment and produce a Community Safety Plan.

This Committee has a power to review and scrutinise crime and disorder matters and to make reports or recommendations to the Local Authority about the discharge of crime and disorder functions.

**Human Resources implications and risks:**

There are no HR implications arising directly from this report

**Equalities implications and risks:**

A full EIA was completed as part of the Havering Community Safety Partnership Community Safety Plan, the introduction of the PSPO and the commissioning of the Street Triage project.

## **Crime and Disorder Overview & Scrutiny Sub-Committee Meeting** **11 September 2018**

### **Licensing for the Night Time Economy**

- The EA Alcohol and Drugs Officers are part of the Partnership Hub and cover the three Boroughs of the tri-borough, with officer's assigned ownership of Boroughs.
- The team respond to TENS requests and license applications and variations as a Responsible Authority to ensure appropriate conditions are set and monitoring compliance.
- Within Havering the team link in with licensed premises through the Safe meetings, the names for the Borough's Pub watch, as forum to share information and raise or address any concerns.
- They also pro-actively visit venues, are involved with the planning and policing licensed events with London Borough of Havering Licensing and through monitoring reported offences where licensed premises are involved reactively engaging with the DPS checking adherence to conditions and offer advice where needed.
- In the last year, the team have effectively addresses issues at a number of venues across Havering, through licensing reviews, closure notices and revoking licenses where needed.
- They have delivered a number of partnership initiatives, including days of action with partner agencies in December, policing the World Cup, Romford's first Pride event and promoting the partnership work with London Borough of Havering, the Street Pastors, and Ed's Out and the premises within the town centre when the Night Czar from City Hall attended in February.

- **Romford Town Centre Night Time Economy Power Point**

Please see Appendix A – Romford Town Centre Package

- **Romford Town Centre Additional Policing Plan – Starting 30<sup>th</sup> August**

Please see Appendix B – Romford Additional Policing Plan (Exempt document)

- Current performance figures of violence with injury

Non DA VWI		
Volume	%	SD
1,295	-0.40%	12.70%
1,295	-0.40%	12.70%
1,265	-4.70%	13.00%
1,261	-4.50%	13.10%
1,267	-3.40%	12.60%
1,263	-4.10%	12.70%
1,274	-2.60%	12.40%
1,278	-3.30%	11.50%
1,267	-3.90%	11.60%
1,286	-2.00%	12.00%
1,284	-1.50%	11.90%
1,275	-2.50%	12.30%
1,288	-1.80%	12.30%
1,286	-1.30%	11.90%
1,296	-0.90%	11.60%
1,298	-0.20%	11.60%
1,305	-0.20%	11.30%
1,307	0.70%	11.40%
1,300	0.10%	11.50%
1,298	-0.20%	11.50%

### **Resources (additional to the TCT)**

Overtime used to increase the policing presence. From the 23<sup>rd</sup> June 2018 to 11<sup>th</sup> August 2018, there has been 182 hours of Overtime, used to increase the numbers in the town.

Officers from ERPT have been used on occasions when the ERPTs have been over strength and so in a position to release officers. This has happened on 5 nights during this period as part of Local Aid Serials.

MSC – Special Constables continue to be used on Friday and Saturday nights to provide a disorder bus within Romford Town. Previously the MSC provided support on Friday night however due to the BCU model MSC Officers from Ilford started to provide support on Saturday nights.

### **Numerous Nights of Action throughout the year:**

Joint nights of action are held every 2/3 months. The last one being on Friday 10<sup>th</sup> August. This involved LBH; Detection Dogs Team, British Transport Police, Safer Transport Team and Romford Town Centre Team. This resulted in:

- Stop and search = 43
- Stop and account = 1
- Dispersal = 2
- Arrest = 4
- Community Resolution = 5
- Crime Reports = 2
- CAD's responded to = 3
- Intel reports = 3
- 

Other initiatives are held more frequently. Knife Arch Operations involving the Town Centre Team and the Gangs unit are more routinely carried out. Knife Arches have been deployed outside several licensed premises, McDonalds in South Street and on the Brewery site and at Sapphire Ice. These involved both uniformed and plain clothes officers. Several Weapon Sweeps are also carried out on a weekly basis. These tactics have been highly effective in providing a visible deterrent and have also lead to some good arrests – for example 3 males attempted to avoid a knife arch at the Ice Rink and were found to have a large hunting knife.

### **Robbery**

Following an increase of Robbery offences within Romford Town Centre Operation Maine was established. The offences were often involving teenagers being robbed by older teenagers and the item that was being taken was mobile phones. The robberies reached a peak in April but have now been significantly reduced. Between 05/05/2018 to 10/06/2018 Operation Maine was introduced and this included patrols within the Town Centre including the High Street and Market Place. Both Town

Centre Officers and Safer Transport Team deployed. There were a total of 58 arrests that were made for numerous offences and 66 stop and searches completed. Operation Neptune is aimed at the second hand Sellers Market and works with these stores as part of the Safer Sellers Scheme to ensure that they are following good working practices. Spot checks are completed on mobile phones as a means of locating lost or stolen property. Ensuring that stores keep records of customers and check the property that they are purchasing assists in the identification of stolen property and suspects. Following the success of Operation Maine, further CATO funding was allocated to run this again over a shorted period. This resulted in a further 12 Arrests, 21 Stop and Searches, 2 Cannabis warnings and 2 Penalty notices for disorder.

### **Dispersal Notices**

Town Link Radio allows the police, CCTV and venues to be able to communicate more effectively. Town Centre Team are able to promptly respond directly to venues and on average officers receive 20+ town link calls relating to the night time economy every weekend. These are incidents that are dealt with directly and prevent further escalation. One tactic that is used frequently is Section 35 dispersal notices. People who are involved in anti social behaviour can be issued notices banning them from the area for up to 48 hours and this prevents disorder. By stopping problems early on it prevents minor disturbances from escalating into offences such as assaults and public order. Since 1<sup>st</sup> January 2018 a total of 49 dispersal notices have been issued.

### **Violent Crime Task Force (VCTF) BCU Convoy – Elm Park Wednesday 15<sup>th</sup> August.**

This was a day of action and engagement and included weapons sweeps, street briefings and a range of activity. Invites were sent to councillors, MP, LA and partners. This resulted in good representation and an initial briefing by A/Chief Supt John Ross. The Commissioner was made aware of this day of action and attended, she patrolled with local officers. We have been advised by the VCTF lead that Havering convoy was in fact the most positive day of action that has taken place across the MPS to date. We are in the process of negotiating with the VCTF to run a series of similar evening convoys around the town centre.

Please see Appendix C – HS Briefing and Appendix D – Convoy (exempt documents)

A post engagement plan for the three Elm Park ward areas; Elm Park, Hacton and St. Andrews is now in place as below.

### Short term:

- Door to door conducted by DWO's to shops and flats above the shops providing SNT contact details and dates of our up and coming street briefings. This has been started and will be complete today.
- Contact sessions to be held in Broadway by each team:  
Elm Park SNT street briefing, 22/08/18 1300-1400hrs and 01/09/2018 1000-1100hrs.  
Hacton SNT street briefing, 20/08/18 1600-1700hrs and 03/09/2018 1500-1600hrs.  
St. Andrews SNT street briefing, 21/08/18 1700-1800hrs and 02/09/18 1300-1400hrs
- Contact details for Elm Park, Hacton and St. Andrews SNT's have been sent out via Twitter.

### Medium to Long term:

- Media team to contact Romford Recorder and LBH Living Magazine to get SNT details advertised. This will also be explored with Time FM.
- Second contact session to be held in 2-3 weeks time in the Broadway. These are to be advertised on twitter nearer the time and also via do door to door again to the residential and business addresses.
- I will organise a meeting with the Elm Park Councillors and Ins Ruane in September to discuss their concerns. I have exchanged contact details and will set a date when Ins Ruane returns from leave. Sgt Handley has already held a meeting with Cllr O'Sullivan following this event.
- I will explore funding possibilities for alley gates. Sgt Handley is arranging an environmental visual audit with LBH Community Safety and look at gating and design out crime options.

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# ROMFORD TOWN CENTRE

Protective Marking:	Non Restricted
FOIA Exemption	Y
Suitable for Publication Scheme?	N
Title:	Romford Town Centre – Night time Economy
Storage:	HQTA00038054
Summary:	A profile analysing the last 12 months of criminality in and around Romford Town Centre covering the night time economy
Purpose:	To inform plan owner
Relevant to:	Romford Town Centre
Owner & Authorising Officer warrant/pay number	Insp. Richard Ruane
Authors and warrant / pay numbers	
Creating B/OCU or Branch and Code:	MET INTELLIGENCE SCO36
Date Created:	24/08/2018
Review date:	24/08/2019

## **Data Selection Process:**

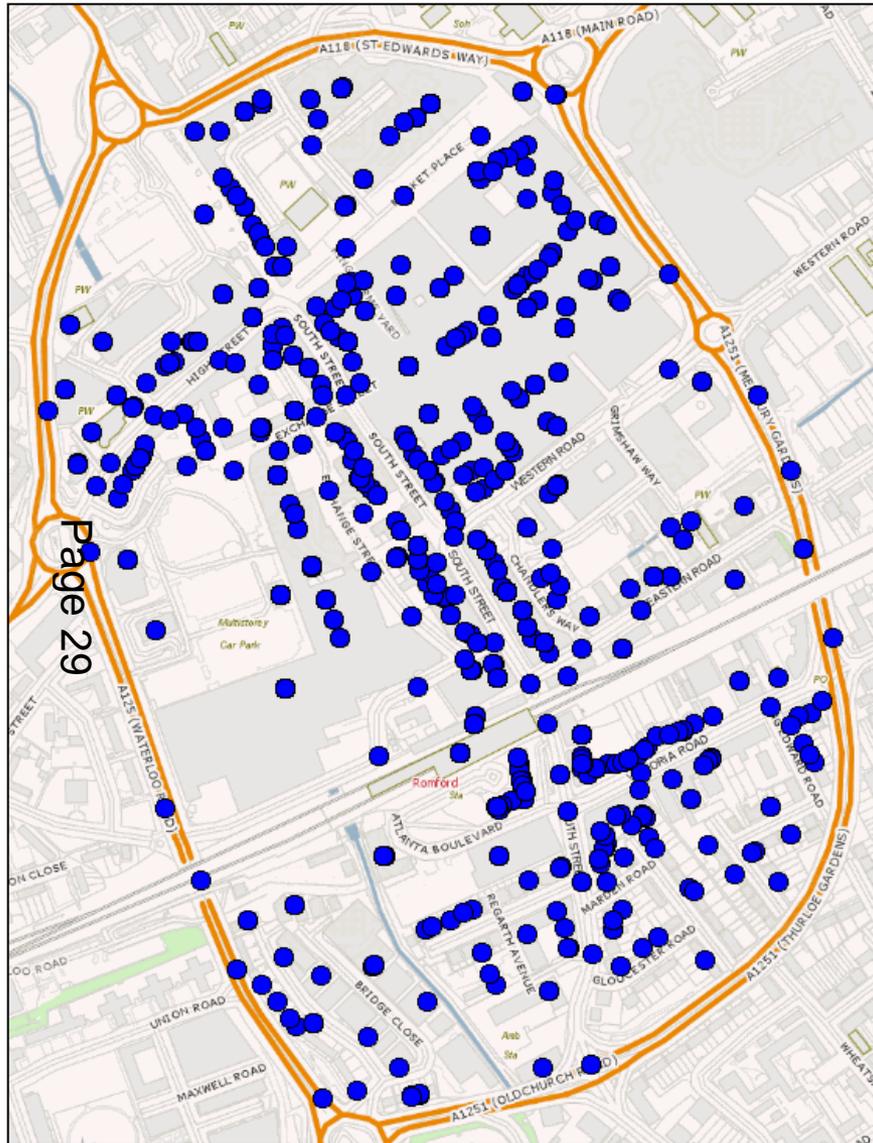
**Time period:** 01 August 2017 – 31 July 2018 (for review purposes the previous 12 months was also analysed).  
Offences committed only between 1800 – 0700 have been included in the analysis.

**Area:** KD (Havering) only, specifically Romford Town Centre

**Offence classifications included:** All crime

**Additional:** This report has been created using map layers produced by the Data Development Team (DDT) and therefore there may be anomalies between that taken from bespoke CRIS searches and those produced by the DDT. This is down to classification and geocoding differences and whilst every effort has been taken to minimise these anomalies, it is an accepted risk that some incidents may have been classified or geocoded differently and therefore will have fallen outside the scope of this analysis.

# ROMFORD TOWN CENTRE



## Geographic Analysis

As demonstrated by the map, crime in this time period are dispersed across the area with no discernible pattern and no areas of clear focus.

In total there were 1504 offences during the period analysed. The breakdown shows theft offences (even during night time hours) had the greatest number of offences, responsible for 35.2% of all offences during this period. Violent offences trail behind slightly (30.1%) and combined these 2 offence types account for 65.3% of all offences.

In comparison to 2016/17, there was an increase of 123 crimes during the night time economy. In particular theft offences saw the biggest increase.

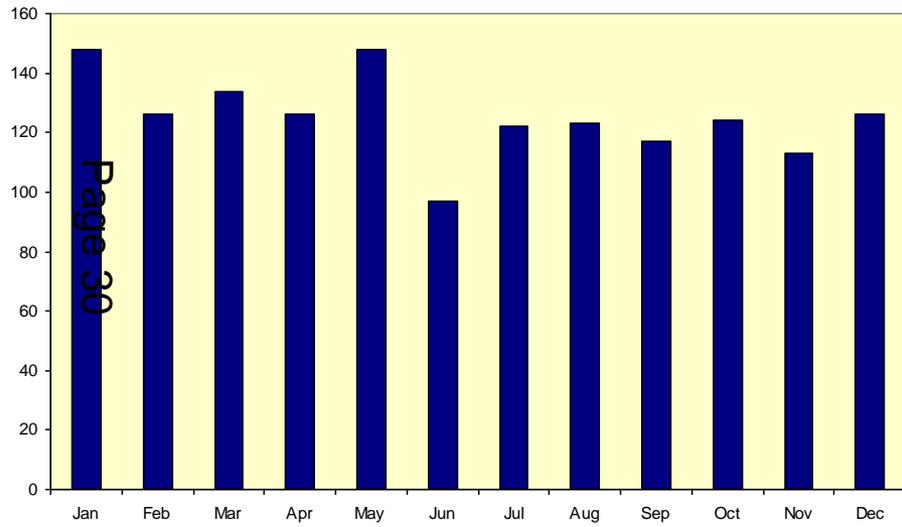
Type	Count
Theft related	530
Violence	452
Drugs	126
Other related crime	346
Robbery	50
<b>Grand Total</b>	<b>1504</b>

# ROMFORD TOWN CENTRE

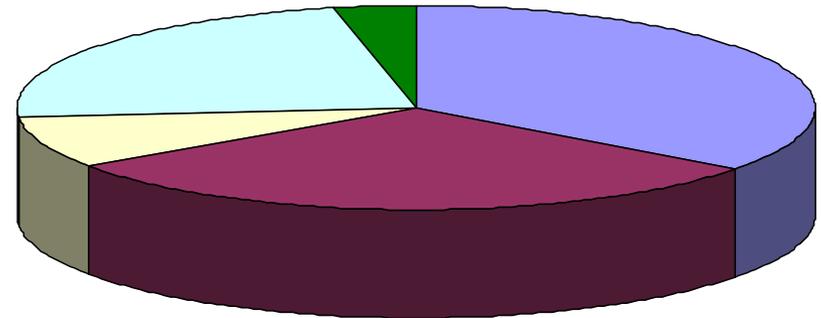
LAST 12 MONTHS

01/08/2017 – 31/07/2018

Crime count by Month



Crime count by Type



■ Theft related ■ Violence □ Drugs □ Other related crime ■ Robbery

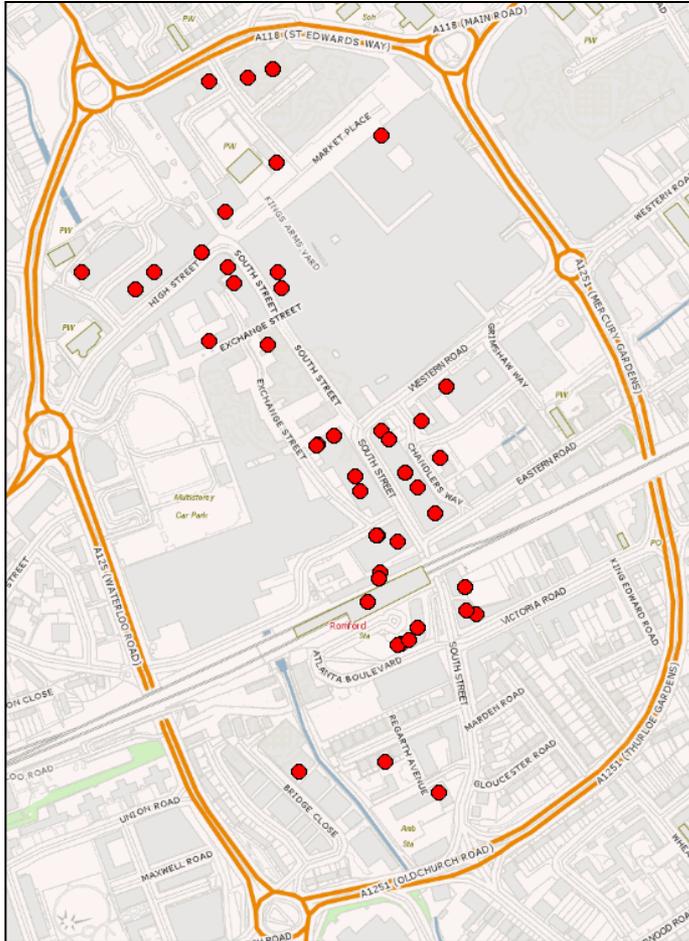


# ROMFORD TOWN CENTRE

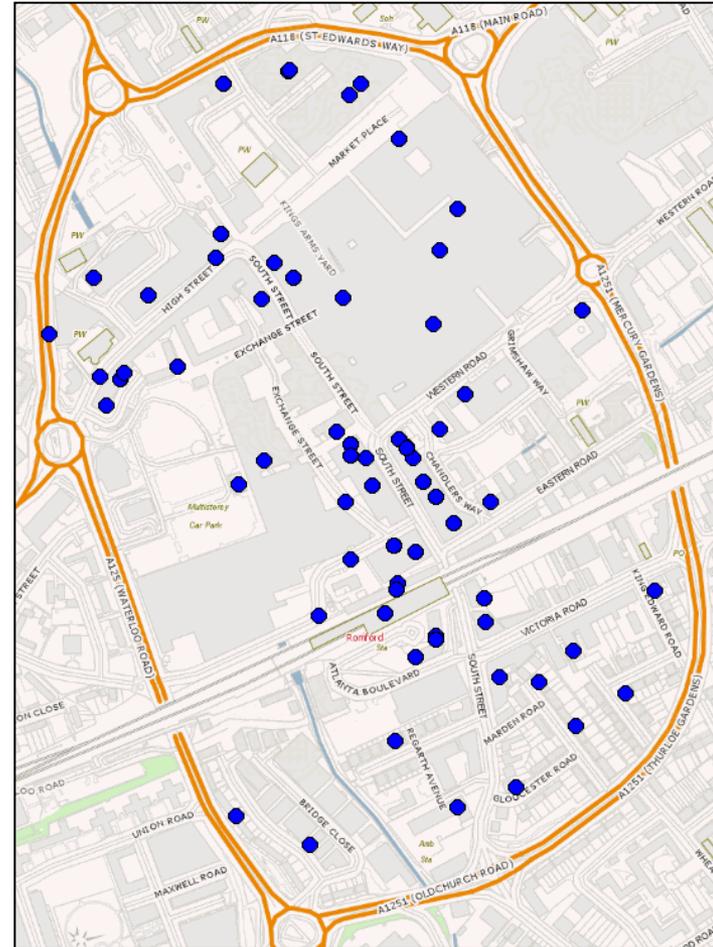
LAST 12 MONTHS

01/08/2017 – 31/07/2018

Drugs



Theft and Handling

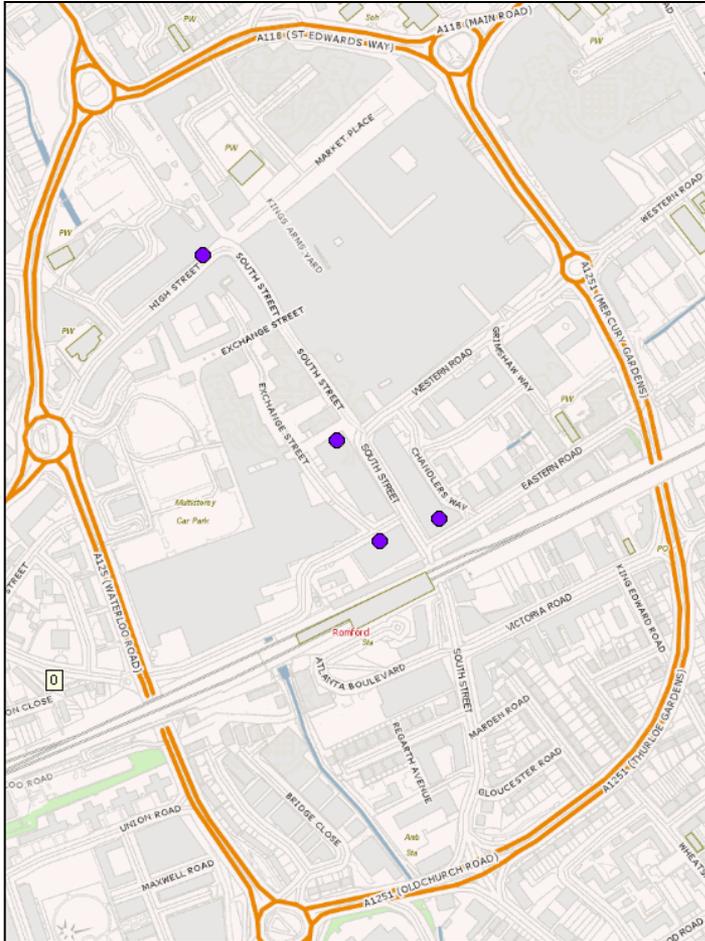


# ROMFORD TOWN CENTRE

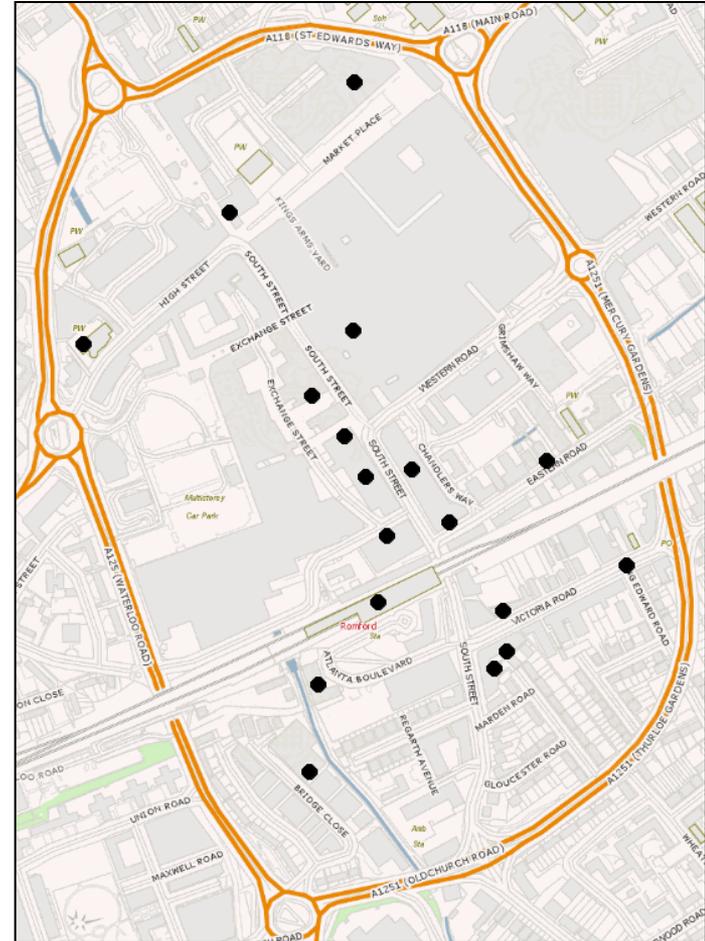
LAST 12 MONTHS

01/08/2017 – 31/07/2018

Gang



Knife



# ROMFORD TOWN CENTRE

## TEMPORAL ANALYSIS

all crime

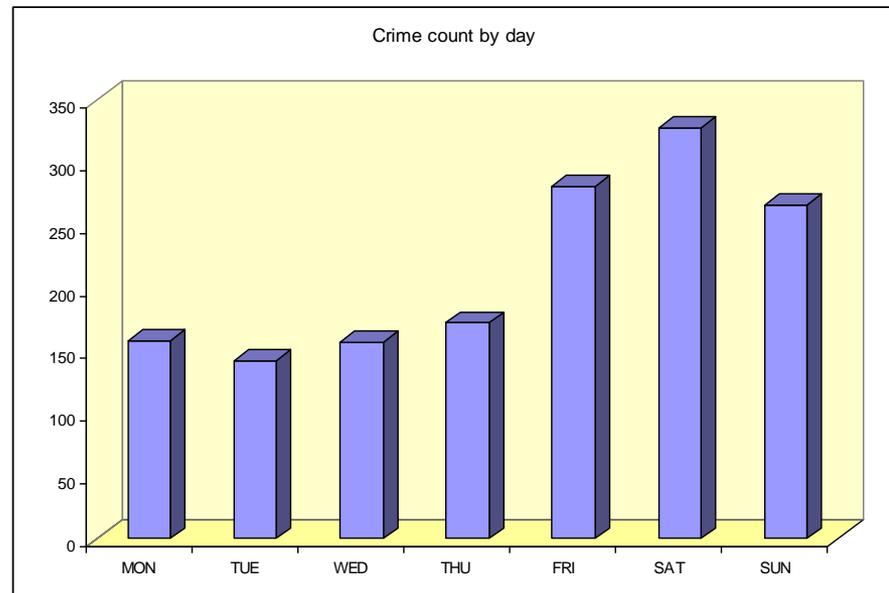
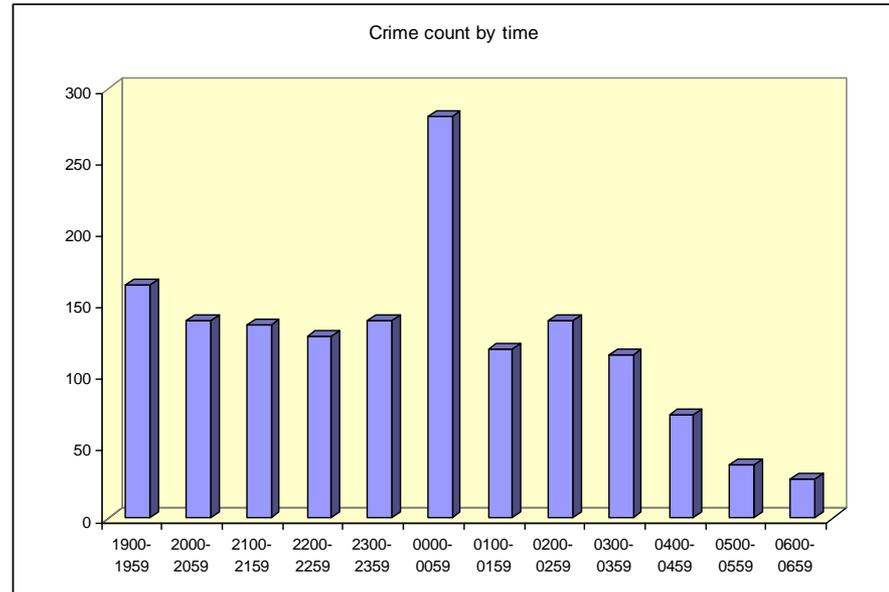
### Key Times

- When analysing all crime by offence time, the top graph demonstrates a clear busy period between midnight and 1am with offences continuing at a lesser, more consistent rate throughout the evening / night.
- The rate of offending then trails off significantly with offences least likely to take place between 4am and 7am.

Page 34

### Key Days

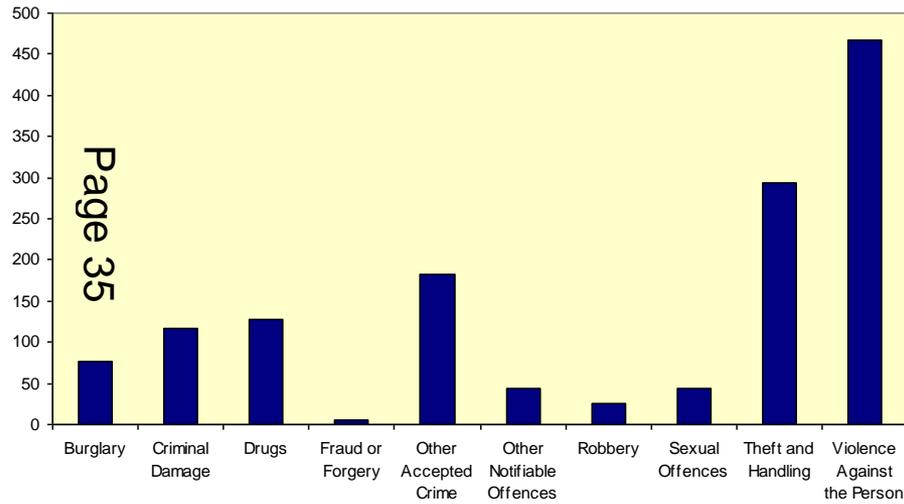
- There is a clear spike in the latter part of the week, from Friday to Sunday.
- Saturday is the most frequent day with 328 offences taking place on it, followed closely by Friday (281) and Sunday (266).
- There are no days where little to no offences take place, although Tuesday has the lowest number of offences at 142 (11%).



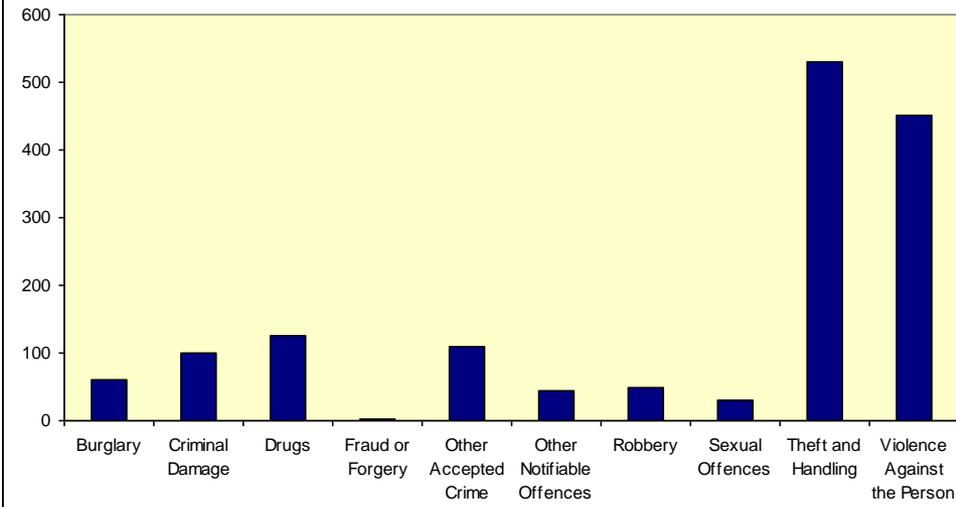
# ROMFORD TOWN CENTRE

## YEARLY COMPARISON by type

Crime count by type  
2016/17



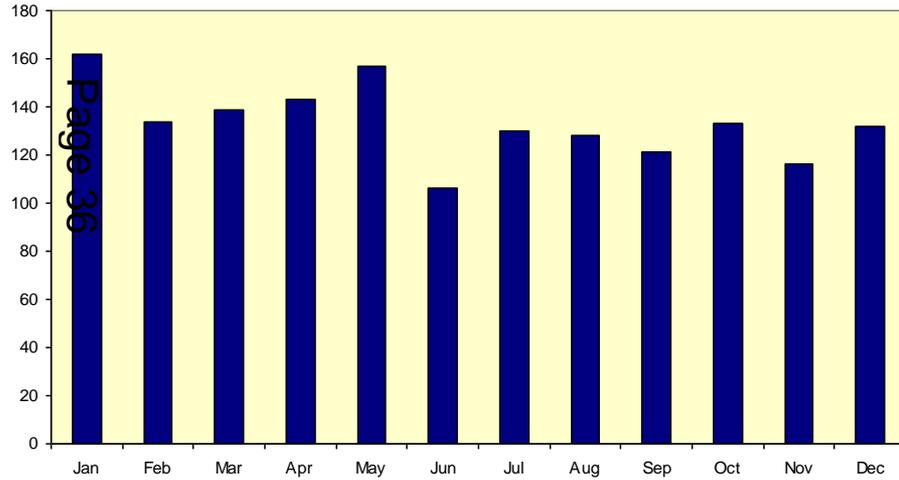
Crime count by type  
2017/18



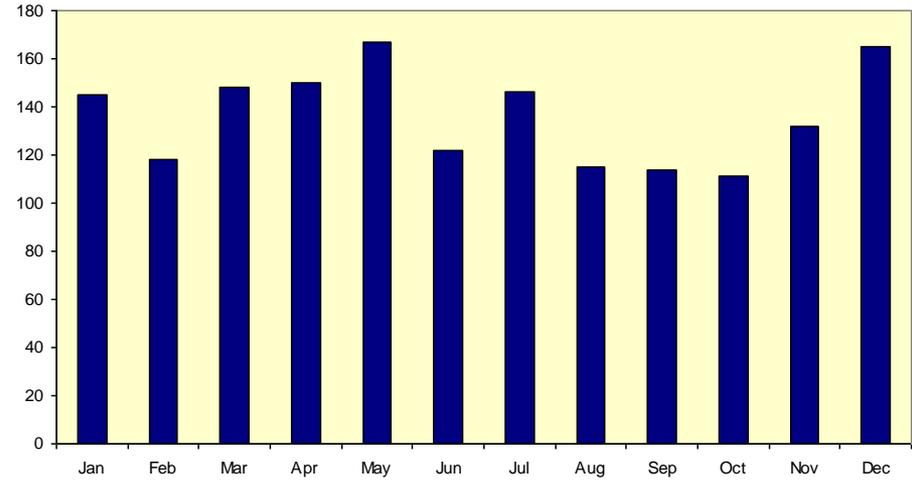
# ROMFORD TOWN CENTRE

## YEARLY COMPARISON by month

Crime count by Month  
2017/18



Crime count by Month  
2016/17



By virtue of paragraph(s) 7 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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**CRIME AND DISORDER OVERVIEW AND SCRUTINY COMMITTEE**

<b>Subject Heading:</b>	Violence against women and girls (VAWG) strategy 2018
<b>SLT Lead:</b>	Steve Moore
<b>Report Author and contact details:</b>	Diane Egan <a href="mailto:Diane.egan@havering.gov.uk">Diane.egan@havering.gov.uk</a> 01708 432927
<b>Policy context:</b>	Our vision is focused around the borough's communities, places, opportunities and connections. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annual analysis of crime and disorder in the area, which will then be used to create a strategy to reduce these. This is relevant to our vision by ensuring the safety of our communities, and creating safer places; thereby improving opportunities for individuals and businesses. Reducing violence against women and girls is a priority for the Havering Community Safety partnership in their current Community Safety Plan 2018-19.
<b>Financial summary:</b>	No direct financial implications arising from this report.

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

Communities making Havering	[X]
Places making Havering	[]
Opportunities making Havering	[]
Connections making Havering	[]

**SUMMARY**

This report provides an update to Members on the Havering VAWG Strategy 2018-2021. The process of creating Havering's latest VAWG strategy has been delayed until now so that we could take into account the Mayor of London's recently released VAWG strategy in March 2018, and align our local priorities with those set by the Mayor's office for policing and crime (MOPAC).

**RECOMMENDATIONS**

Those members consider the draft VAWG strategy and make recommendations as appropriate.

**REPORT DETAIL**

Havering Community Safety Partnership produced its first 3 year VAWG strategy in October 2014. This strategy was due to be refreshed in October 2017. However a decision was made by the HCSP to delay this until the launch of the MOPAC VAWG strategy.

Following commitments made in the MOPAC Police and Crime Plan in March 2017, the Mayor of London published his London VAWG strategy 'A Safer City for Women and Girls' in March 2018.

The strategy has three key focuses:

- Preventing Violence against Women and Girls.
- Tackling perpetrators.
- Protecting and supporting victim of VAWG.

MOPAC have developed 85 commitments and these have been divided into two tiers. Tier 1 commitments are considered to be high impact (based on political position, interest (both with partners, the sector and wider)) and short timeframe (for starting – not necessarily completion), and Tier 2 commitments are lower impact over a longer timeframe. There are 54 commitments in Tier 1 with the remaining in Tier 2. Although there are a large number of commitments, not all are relevant to Local Authorities. The key commitments for the Local Authority are reflected in the Havering VAWG strategy action plan. The draft strategy is attached for your consideration.

There has also been a recent consultation bill released by HM Government 'Transforming the Response to Domestic Abuse.' Havering completed a joint response to the consultation document with VAWG partners and the LSCB. The ongoing development of the Strategy will further consider any changes made as a result of the consultation bill.

The VAWG strategic group have produced the attached draft VAWG strategy document. Further consultation is required over the summer with service users and wider partners. The final strategy document, action plan, and equality impact assessment will be brought to the HCSP in October for sign off.

The aim is to formally launch the strategy on the 25<sup>th</sup> of November as part of International Day for the elimination of violence against women.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:** There are no direct financial implications arising from this report, however in preparing the strategy, consideration will need to be given to the level of funding available within approved budgets. The strategy should also need to consider the work carried out by other services within the authority which contributes to these objectives.

**Legal implications and risks:** This report is in line with the Crime & Disorder Act 1998, Police and Justice Act 2006 and The Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007. The Council and other statutory partners including Health have a responsibility under the Crime and Disorder Act 1998 to address crime and disorder within the borough, with a statutory obligation to conduct an annual strategic assessment and produce a Community Safety Plan.

This Committee has a power to review and scrutinise crime and disorder matters and to make reports or recommendations to the Local Authority about the discharge of crime and disorder functions.

**Human Resources implications and risks:** No direct HR implications arising from this report.

**Equalities implications and risks:** A full EIA will be completed as part of the strategy refresh and will be made available with the final strategy document.

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# Havering Violence against Women & Girls Strategy

2018- 2021

DRAFT

# Document Control

## Document details

<b>Name</b>	<i>Havering Violence against Women &amp; Girls Strategy</i>
<b>Version number</b>	<i>V0.2</i>
<b>Status</b>	<i>draft</i>
<b>Author</b>	<i>Diane Egan</i>
<b>Lead officer</b>	<i>Steve Moore</i>
<b>Approved by</b>	
<b>Review date</b>	<i>March 2021</i>
<b>Supersedes</b>	<i>V0.1</i>
<b>Target audience</b>	<i>All staff and partner agencies</i>
<b>Related to</b>	<i>See <b>Appendix 3</b> for full list of related documentation</i>

## Version history

<b>Version</b>	<b>Status</b>	<b>Date</b>	<b>Dissemination/Change</b>
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## Foreword

Thank you for reading the Violence against Women and Girls Strategy 2018-2021 for the London Borough of Havering.

This Violence against Women and Girls (VAWG) Strategy has been produced on behalf of the Havering Community Safety Partnership (HCSP). It sets out the plans and actions that the partnership aspires to as a result of the *VAWG problem profile 2016* and the MOPAC VAWG Strategy 2018-2021. These documents form an analysis of the risk, prevalence and harm of violence against women and girls in Havering.

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

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

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

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

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

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

## Executive summary

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

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

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

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

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

- Prevention and early identification of violence against women and girls
- Protection and support all for those experiencing violence and abuse

- Taking enforcement action against perpetrators, and ensuring that police and partners are supported in using their powers to full effect.

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

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## Introduction

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- There have been 45 incidents between April 2017 and March 2018 identified in which a person aged under 18 has committed a criminal act against a parent or similar guardian

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

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

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

figure. These crimes were split between violence (31) and criminal damage (14). Some reports listed factors such as autism or ADHD, however there were a worrying amount of offences which stemmed from minor arguments, or from unreasonable demands made by the young person. This abuse is known amongst professionals as *adolescent-to-parent violence*.

- *Elder abuse* has been a theme observed in referrals to MARAC and during discussions with professionals, with 140 crime reports between April 2017 and March 2018 involving a victim aged over 55, and a suspect who is their 'grown-up' child; another younger relative (grandchild, niece/nephew etc.); or a person responsible for providing care. Violence accounts for over half of these crimes (53%), with *theft* and *criminal damage* offences each accounting for 18% of the total.

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

## Vision

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

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

## Aims, objectives and outcome

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

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

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

## Timescales

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

## Related documents

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

## Consultation

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

## Authorisation and communication

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

The stakeholders of this strategy are as follows:

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

## Implementation and monitoring

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

### Action plan and performance measures

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

## Evaluation and review

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

## Achievements and Successes

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

Havering Women's Aid (HWA):

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

Victim Support – Court IDVA service:

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

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

#### Troubled Families:

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

#### Early Help:

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

#### Havering MARAC:

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

#### Havering Champions Network:

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

## Further information

Please contact Community Safety on 01708 432927

## Appendix 1: Equality Impact Assessment



HCSP Equality  
Impact Assessment.p

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



VAWG Problem  
Profile 2015-16.pdf

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



VAWG Definitions  
and Glossary.pdf

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## Appendix 4: Governance



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## Appendix 5: Related documents and strategies

### Locally:

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

### Regionally:

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

### Nationally:

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

### Globally:

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

# Action plan

Strategy Objective	Project/Action	Outcomes	Resources	Timescale	Lead Agency / Individual	Impact on other Services and Organisation
A. Prevention and early identification of violence against women and girls	1. Co-ordination of the Violence Against Women & Girls Strategic Group.	Improved multi-agency response to violence against women and girls.	Staff	Ongoing	Community Safety Partnership	Increased awareness of the prevalence of VAWG in Havering.
	1) To implement the VAWG Strategy Action Plan. 2) To monitor progress and hold the group to account.	To implement any recommendations that come out of the DV consultation and Bill.				
	2. Police to introduce a tri-borough steering group.	Improved, more consistent response to DV across the tri-borough area	Staff	March 2019	Police	There will be a uniform approach across the tri-borough MARAC's.
	3. Increase awareness of VAWG through communication with local residents and messages in the workplaces of partner agencies. 1) To incorporate VAWG within the HSCP communications plan. 2) To revise current publications related to VAWG and develop literature to cover existing information gaps (e.g Clare's Law; safeguarding in public spaces and at night etc.). 3) Develop a one- stop website. 4) Ensure work includes targeting of under-represented characteristics (BAME, LGBTQ, Disability), and those with no recourse to public funds.	Improved awareness amongst professionals and public of all forms of VAWG (inc. stalking, HBV, FGM, trafficking, modern day slavery, CSE, prostitution, and harassment in the workplace and public spaces). Introduction of the Modern Day Slavery working group Improved confidence amongst victims who are encouraged to report abuse to services. Improved access to information about services available. Increased reporting to, and uptake of VAWG services within the borough.	Staff	Ongoing	Community Safety Partnership Corporate Communications	Increased awareness of the prevalence of VAWG in Havering and improved referral pathways for victims will lead to increase in victims accessing multi-agency services (statutory and non-statutory).

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

		(i.e. FGM is illegal rather than being a 'cultural thing') in line with the Mayor of London's vision to become a 'zero cutting city'.				encouraging healthy relationships from early years children.  Increased numbers of victims identified, particularly victims under the age of 18.
	6. Integrate VAWG into all relevant service areas and ensure effective inter-agency co-ordination.  1) Training of Domestic Abuse/VAWG Champions based in local authority departments, statutory partnership agencies and local private/voluntary sector services.  2) To ensure each school in Havering has a VAWG/Domestic Abuse Champion to act as a single point of contact.  3) To ensure that lessons learnt from DHRs are explored and incorporated into working practices.	Professionals have improved access to advice via a single point of contact within their agency.  Improved multi-agency response.  Victims have fewer contacts before accessing meaningful support.  Changes to policy and practices to be explored following a domestic homicide review in order to prevent further tragedies.	Staff  MOPAC funding	March 2019 onwards	Community Safety Partnership	Early identification will lead to improved service provision and better outcomes for victims.  Increased and confident use of referral procedures.  To continue to prevent DHR's in Havering and assist agencies to make improvements where gaps are found.
B. Protecting and Supporting victims of violence against women and girls	1. Continue to improve the efficiency and effectiveness of the MARAC.  1) Develop an extended Information Sharing Protocol for the MARAC so that police are able to share domestic abuse/VAWG crime reports and DASH risk assessments (HMIC Recommendation for MPS).  2) Ensure referral routes into	High risk and repeat victims of domestic violence identified will receive a multi-agency response that involves safeguarding, whole family interventions and addressing perpetrator behaviour.  Reduction in repeat victimisation.  Reduced risk of domestic	Staff	Ongoing	Community Safety Partnership, LCSB  MPS  MARAC members	Increased number of referrals and increased uptake of services.

	<p>the MARAC are understood and promoted across all agencies (include in communications plan).</p> <p>3) Develop locally agreed threshold for automatic referral to MARAC of identifiable repeat victims to improve their access to services.</p> <p>4) Development of an induction pack for agencies coming to the MARAC. This should consider inclusion of details on information sharing, referral procedures, local thresholds and risk assessments, action and safety planning, monitoring of cases, pre-meeting research.</p> <p>5) Offer of MARAC training to front line services.</p> <p>6) Monitor core agency attendance.</p> <p>7) Improved awareness and referral to the Domestic Violence Disclosure Scheme.</p> <p>8) Audit of MARAC cases and process.</p>	<p>homicide.</p> <p>Increased confidence in reporting crime.</p> <p>Better outcomes for victims and their children.</p> <p>Victims and potential victims have a formal mechanism for making enquiries about a current partner to reduce harm and increase victim safety.</p>				
	<p>2. Domestic Violence caseworker and Independent Domestic Violence Advocate to identify and support VAWG cases from early identification to the MARAC process.</p> <p>1) All agencies aware of DV caseworker and IDVA to signpost victims</p> <p>2) Expand IDVA support into</p>	<p>Early intervention and support to reduce risk from escalating.</p>	<p>30,000 for Victim Support caseworker</p>	<p>March 2019</p>	<p>Victim Support</p>	

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

	4) Establish a designated VAWG officer within the homelessness department to assess and support cases where victims are seeking accommodation when fleeing violence.	resulting from VAWG.  Vulnerable properties are secured.				other housing applications, and can apply this knowledge when making decisions.
	5. Early identification of child protection referrals where VAWG is a factor by the Local Safeguarding Children's Board.  1) Ensuring identification of VAWG is clearly recorded at triage and assessment.  2) Ensure staff are aware of services available and referral procedures.	Children coming to notice of Children's Social Care, Children and Adults with Disabilities (CAD) Team, Education Inclusion and Support Team, Early Help Services and Troubled Families are safeguarded from further harm, and vulnerable victims protected.	Staff	Ongoing	LCSB, Troubled Families	Increased caseload identified and referred to services for appropriate intervention.  Improved outcomes for service users.  A VAWG briefing to be a part of the staff induction for all new practitioners. Attending team/pod meetings to inform all existing employees.
	6. Develop work to address the health, social, and economic consequences of VAWG.  1) Ongoing delivery of VAWG training package for emergency department doctors and nurses.  2) Develop a pathway for management of domestic abuse/VAWG identified in emergency departments.  3) Sexual health services to develop and use referral pathways for domestic abuse and female genital mutilation ( <i>A proforma exists for under 18's to help identify concerns, all appropriate referrals go via MASH</i> )	Early identification of VAWG by A&E health care professionals and supervisors.  Victims who access sexual health-based services are able to access immediate and appropriate VAWG support.	Staff	Ongoing	Havering CCG, Sexual Health Services LBH  Stephen Hynes Martin Gardner	Increased caseload identified and referred to services for appropriate intervention.  Improved outcomes for service users.
	7. Facilitate access to specialist	Reduce social inequality	London Councils	March 2019	LBH, NHS	To ensure the victims

	<p>support for women and girls at risk of harmful practices and involved in prostitution and/or victims of modern day slavery.</p> <p>1) Develop referral pathways for those involved in modern day slavery/prostitution with substance misuse needs.</p> <p>2) Ensure all staff are adequately trained to be able to provide appropriate care and signpost to available resources.</p> <p>3) Awareness campaign on sexual exploitation and slavery to be included in communications plan.</p> <p>4) Develop training programme on sexual exploitation and modern day slavery for practitioners.</p>	<p>faced by marginalised women by removing barriers.</p>	<p>Grant Funded</p>		<p>England, Community Safety Partnership</p>	<p>of modern slavery and/or prostitution are supported in these specific area's of VAWG.</p> <p>To increase awareness and confidence of practitioners supporting victims of prostitution and modern day slavery.</p> <p>Offering specific support to victims at risk of or exposed to Harmful Practices.</p>
	<p>8. Develop specialist support for women and girls affected by gangs and sexual exploitation linked to criminal networks.</p> <p>1) All young people's services to receive training on identification of those at-risk of gang activity and how to safeguard and signpost.</p> <p>2) Mentoring and outreach programme for those involved or at-risk of gang involvement.</p> <p>3) Supporting the delivery of the LSCB CSE strategy.</p>	<p>Improved identification of victims and referrals to appropriate services / interventions.</p>	<p>MOPAC</p>	<p>March 2019</p>	<p>Community Safety Partnership</p>	<p>Increased caseload identified and referred to services for appropriate intervention.</p> <p>Improved outcomes for service users.</p> <p>Early identification of those at potential risk of CSE.</p>
	<p>9. Improve women's safety on public transport.</p>	<p>Increase confidence in using trains and buses without fear</p>	<p>Staff</p>	<p>April 2019 and onwards</p>	<p>Metropolitan Police,</p>	<p>Increased publications/training</p>

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

	1) Ensure the work of IOM is linked in with the wider work of the MPS CSU and MARAC. 2) The creation of a perpetrators panel to help monitor the most prolific offenders of VAWG					
	4. Explore funding for a project that supports perpetrators 1) To consider bidding for funding for delivery of the <i>Drive</i> Project.	Offer a window of opportunity to perpetrators of VAWG, to learn new skills and change negative behaviours.	Staff	March 2019	Community Safety Partnership	Reduction in repeat perpetrators of VAWG and offences against Women and Girls.
	5. Provide access to alcohol and drug intervention programmes for victims and perpetrators.	Reduce the harm and risk of VAWG which is heightened as a result of substance misuse.	Via WDP commissioned substance treatment service	Ongoing	LBH	
D. Intelligence and Information	1. Ensure that all work to address VAWG is informed by information and intelligence.  1) Strategic Problem Profile of VAWG to be completed and refreshed annually.  2) Develop the intelligence picture on the nature, extent and impact of gang violence on girls in Havering.	Help partners and decision makers understand levels of local prevalence, vulnerable and at-risk groups, gaps in service provision and information.  Improve local understanding of VAWG and understand the change in dynamics of VAWG i.e. VAWG within gangs.	Staff	Ongoing	Community Safety Partnership, Public Health	Assist in allocating resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.
	2. Implement the Information Sharing to Tackle Violence (ISTV) programme within Havering.  1) A&E Departments to provide depersonalised database on violence related injuries to the Community Safety Partnership with additional information <ul style="list-style-type: none"> <li>• Time and date of incident</li> <li>• Specific locations of violent incident</li> <li>• Primary means of assault (i.e. weapon, knife, blunt force)</li> </ul>	Help partners and decision makers understand levels of local prevalence, vulnerable and at-risk groups, gaps in service provision and information.  Improve local understanding of VAWG.	Staff	Ongoing	Public Health	Assist in allocation of scarce resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.

	<p>Obtain local data from the Crown Prosecution Service on outcomes.</p> <p>1) Work with Havering Magistrates Court to improve information sharing, tracking of cases and results.</p>	<p>Understand reasons behind unsuccessful prosecutions and how they can be avoided (poor practice, gaps in service provision)</p>	<p>Staff</p>	<p>Ongoing</p>	<p>CPS</p>	<p>Assist in allocation of scarce resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.</p>
	<p>3. Improve locally available information regarding the less understood areas of VAWG.</p> <p>1) Services to improve recording of incidents identified as concerning Forced Marriage, Honour Based Violence, Female Genital Mutilation, Faith Based Abuse, prostitution, Trafficking, Sexual Exploitation and modern day slavery.</p>	<p>Improve local understanding of VAWG and identify any gaps in service provision.</p>	<p>Staff</p>	<p>Ongoing</p>	<p>Community Safety Partnership</p>	<p>Assist in allocation of scarce resources more efficiently and provide an evidence base to support funding opportunities and commissioning of services.</p>
	<p>4. Map all service provision to address VAWG within the London Borough of Havering.</p> <p>1) Include details of all services situated locally.</p> <p>2) Include details of all services available to local residents but not situated locally.</p>	<p>Improve access to information for victims, residents and practitioners seeking services, and increasing understanding and awareness of what is available.</p>	<p>Staff</p>	<p>April 2019 and refresh annually</p>	<p>Community Safety Partnership</p>	

**Crime and Disorder Overview & Scrutiny Committee**

<b>Subject Heading:</b>	<b>Knife Crime</b>
<b>SLT Lead:</b>	<b>Steve Moore</b>
<b>Report Author and contact details:</b>	<i>Chris Stannett, 01708 434916</i> <a href="mailto:chris.stannett@havering.gov.uk"><u>chris.stannett@havering.gov.uk</u></a>
<b>Policy context:</b>	Our vision is focused around the borough’s communities, places, opportunities and connections. The Council has a statutory duty under the Crime and Disorder Act 1998 to produce an annual analysis of crime and disorder in the area, which will then be used to create a strategy to reduce these. This is relevant to our vision by ensuring the safety of our communities, and creating safer places; thereby improving opportunities for individuals and businesses
<b>Financial summary:</b>	There are no direct risks regarding Council finances

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

Communities making Havering	[x]
Places making Havering	[x]
Opportunities making Havering	[x]
Connections making Havering	[]

**SUMMARY**

Reducing violence, including knife and gun crime and protecting vulnerable individuals from violence & exploitation by gangs is a priority for the Government, the Mayor of London and for the London Borough of Havering.

In 2014 Havering was recognised by the Home Office as a borough which is directly affected by gangs and youth violence in London; however it received no additional uplift in funds. Since July 2014 Havering has seen a 167% increase in knife crime, with roughly 1 in 3 crimes resulting in an injury.

The HCSP has a programme of work in place to tackle this issue. This is also not an issue the police can deal with on their own; it requires a multi-agency approach between the Criminal Justice Service Councils, School and the Voluntary Sector.

Enforcement tactics are regularly used in the borough, however this is largely reactive. More creative solutions are needed in order to prevent future generations from carrying weapons. Early identification, diversion schemes and education of young people will be crucial in order to try and bring about change.

## RECOMMENDATIONS

The members note content of the report.  
That members to be aware of the increasing level of knife crime in Havering.

## REPORT DETAIL

In 2014 a serious group violence problem profile was completed that identified Havering as the third largest importer of gang members identified by the Metropolitan Police Trident Gang Crime Command matrix. Since 2014 Havering has seen a population increase of almost 3% along with a significant increase in serious youth violence crimes and violent crimes.

The Table below is taken from the Havering Serious Group Violence and Knife Crime Strategy 2018-2021. The table below shows a clear year on year increase in gun and knife crime since 2014.

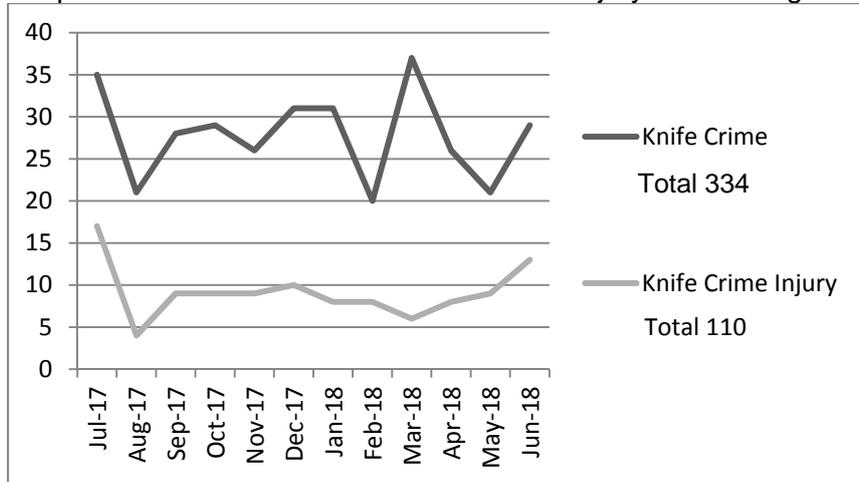
Table 1. Havering Crime Figures from Mayor's Office for Policing and Crime

Snapshot of offences on a rolling 12 month basis from July 2014 - July 2017					
Crime Type	Jul-2014	Jul-2015	Jul-2016	Jul-2017	Increase or Decrease since 2014
Knife Crime	125	181	185	276	↑ 121% Increase
Knife Crime with Injury	51	70	58	85	↑ 67% Increase
Robbery	250	341	325	469	↑ 88% Increase
Gun Crime	40	53	56	67	↑ 68% increase

Data from the last 12 months ending June 2018 shows there to be a total of 334 knife crimes in Havering, with almost a third resulting in injury.

Havering has seen a 167% increase in Knife Crime from the year ending July 2014 through to the year ending June 2018.<sup>1</sup>

Graph 1. Knife Crime and Knife Crime with Injury in Havering from July 2017 – June 2018<sup>2</sup>



In the last 12 months there have been 334 Knife Crime incidents with almost a third resulting in an injury.

**Gangs and knife crime**

From the definition used by the Metropolitan Police, a gang see themselves as a noticeable group, and engage in a range of criminal activity and violence. They may also have claim over territory or a conflict with other, similar gangs; therefore it is plausible that this could account for a proportion of violence locally.

Research<sup>3</sup> has shown a greater likelihood of carrying knives among gang members compared to non-gang members, with a significant difference in the percentage of people carrying knives between these two groups. However further data obtained by MOPAC suggests that the majority of knife crime is not gang-related. This suggests that young people do not necessarily have to associate with gang culture in order to resort to carrying a knife or become a victim.

In Havering, most noticeably Romford Town Centre has seen a significant increase in known gangs from other Boroughs accessing our daytime and night time economy. At present we are aware of 15 gangs from East London operating out of the area on a regular basis. It should be noted that a number of these gangs are known to be in conflict with one another, which can poses a significant risk.

It should also be recognised that gang and group violence is often linked to drug markets, and that stabbings and knife crime can be associated with the control of drug supply both within and beyond London<sup>4</sup>. Further indicators for this include adolescents going regularly missing, robbery, child sexual exploitation and a vibrant Class A drugs market.

<sup>1</sup> At the time of writing the report July 2018 Figures had not yet been produced by MOPAC, July 2018 stats may vary slightly in terms of increase/ decrease. However this would be marginal and not affect the result.

<sup>2</sup> Statistics from MOPAC Weapon Enabled Crime Dashboard <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/weapon-enabled-crime-dashboard>

<sup>3</sup> McVie 2010

<sup>4</sup> Reference to County Lines/ Going Country.

**Perception of gun and knife crime**

There has also been a rise in people’s perception of gun and knife crime. Data from the Mayor’s Office for Policing and Crime shows that at the moment 20% of people think that Gun and Knife Crime is a problem, this is an increase of 7% from the year before.

Table 2. Perception of Gun and Knife Crime being a problem in Havering<sup>5</sup>

Perception of gun and knife crime Quarter 4 2016/2017	13%
Perception of gun and knife crime Quarter 4 2017/2018	20%

**Work programme to address knife crime**

There are a number of projects currently being delivered across Havering to tackle knife crime. These include:-

- Operation Sceptre – Local intelligence is used to help dictate where to carry out weapons sweeps, test purchases and who should feature on the Habitual Knife Carriers (HKC) list.
- Habitual Knife Carriers List – individuals who are repeatedly stopped with knives are added to the HKC list and regularly monitored and stopped.
- East Area Gangs Unit – In charge of monitoring all gang nominals on the Police Trident Matrix. Also run the HKC list; however only monitor those classed as high risk. Medium to low risk nominals are managed by other police departments such as local neighbourhood teams
- Serious Group Violence Panel – Risk management panel which monitors medium to low risk gang nominals and those on the periphery of gangs. Further discussions take place regarding habitual knife carriers, regular missing adolescents and repeat victims of child sexual exploitation for crossover purposes.
- Chance Scheme – This multi-agency approach is aimed at young people aged 8-17 years old and involved in lower level anti-social behaviour (ASB). The Chance programme focuses on the careful application of targeted interventions to disrupt the escalation of ASB, in attempt to prevent future more serious crime.
- Training for all frontline workers in the basics of what a gang is, why they carry weapons, signs to look out for and who is at risk.
- Safe Haven Schemes – Multiple locations in the borough where people in danger can go and ask for assistance. Here they will be kept out of harm’s way and supported to get home safely.
- Junior Citizens Scheme – Safety advice workshops targeting year 6 transition students. Particular focus is given to the dangers of carrying knives.
- Police Safer Schools Officers – work in every Secondary School in Havering. Friendly face of the police within the school environment, however able to support with incidents, risk management planning and delivering specialist targeted safety advice.
- Knife Bins –Available across the East Area (Havering, Redbridge and Barking & Dagenham) to dispose of bladed articles.

<sup>5</sup> Statistics from MOPAC Weapon Enabled Crime Dashboard <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/weapon-enabled-crime-dashboard>

- Drugs/ Weapons Dogs – Monthly operations being run by the Council and the Police, utilising specially trained canine units to stop and search individuals in the town centres for weapons and drugs.
- Spark2Life – 1-to-1 Gangs mentoring service, working with the hardest to reach cohort caught up within both gangs and the criminal justice system.
- Council assisting local Probation Services around safety planning of rival gangs and individuals coming into their premises. Making sure that gang rivalries are known by probation staff in order to reduce the risk of conflict. IE: Different signing on days, times, etc.
- Council and Police working with local businesses around safety planning of rival gangs and individuals coming into their premises

**Projects currently in development**

- Street Doctor's – Funding has been obtained to run 40 sessions to train young people on how to deliver lifesaving first aid, specifically around knife crime, dealing with stab wounds and bleeding out.
- No Knives in Schools programme – Half day educational workshop run in schools by the Police, London Ambulance Service and a local Charity around the dangers of knives and the devastating after effects. These are designed to be hard hitting half day workshops aimed at pupils in year 9 (age where most young people involved in gangs start).
- Spark2Life Mentor Volunteers – 10 new volunteer mentors have been recruited to compliment the work of the existing mentoring contract. Volunteers will work 1-to-1 with individuals on the periphery of gangs
- Search Arches – Clubs such as Kosho are installing search arches as part of their entrance checking procedure in order to prevent customers carrying knives into the premises.

**IMPLICATIONS AND RISKS**

**Financial implications and risks:**

There are no financial implications arising from this report which is for information only. Whilst the current work programmes will have financial implications the expectation is that this will be met from within existing resources.

Havering receives an annual grant from the Mayor's Office for Policing and Crime which currently funds the Gangs mentoring project until March 2019.

**Legal implications and risks:**

This report is in line with the Crime & Disorder Act 1998, Police and Justice Act 2006 and the Crime and Disorder (Formulation and Implementation of Strategy) Regulations 2007. The Council and other statutory partners including Health have a responsibility under the Crime and Disorder Act 1998 to address crime and disorder within the borough, with a statutory obligation to conduct an annual strategic assessment and produce a Community Safety Plan.

There are no legal implications from noting the Report.

**Human Resources implications and risks:**

There are no HR implications arising directly from this report

**Equalities implications and risks:**

An equality impact assessment has been carried out as part of the Serious Group Violence and Knife Crime Strategy 2017-2021

## Equality Impact Assessment (EIA)

### Document control

<b>Title of activity:</b>	<i>Serious Group Violence and Knife Crime Strategy 2017-21 EIA</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 2017</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>Please tick (✓) the relevant box:</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"/>	<p><b>Overall impact:</b> <i>In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.</i></p> <p><b><i>It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.</i></b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Positive</b>	<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="#"><i>Havering Data Intelligence Hub</i></a></li> <li>- <a href="#"><i>London Datastore</i></a></li> <li>- <a href="#"><i>Office for National Statistics (ONS)</i></a></li> </ul> <p><i>If you do not have any relevant data, please provide the reason why.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							

## The EIA

### Background/context:

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

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

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

The aims of this strategy are:

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

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

Specifically, the strategy will focus on:

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

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

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

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

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

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

*\*Expand box as required*

<b>Age:</b> Consider the full range of age groups	
<i>Please tick (✓) the relevant box:</i>	
<b>Positive</b>	✓
<b>Neutral</b>	
<b>Negative</b>	
<p><b>Overall impact:</b></p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> <li>• Providing services and resources to be targeted at the Youth 2 Adult Transition phase.</li> <li>• Review the provision activities or free/inexpensive programmes for older teenagers</li> <li>• working within Colleges and 6<sup>th</sup> Forms to keep individuals in school</li> <li>• Refreshing the Periphery list and consulting with all services working frontline with children and adults to ensure that the right</li> </ul>	

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

**Habitual Knife Carriers**

Youngest age 15, and oldest age 58  
Average age 21  
The category of age group with greatest representation is 18 with 5 (33%)  
20% of HKC are under the age of 18

**Trident Gangs Matrix**

Youngest age 15 and oldest age 47  
11% of TGM nominals on the Havering matrix are under the age of 18.  
66% of TGM Nominals are over the age of 18-24  
25% are over the age of 24

**Other nominals of note (Shadow list)**

Youngest age 14, oldest age 58  
Average age 19  
47% of nominals that are monitored are under 18 years of Age (Majority of which are 17 years old)  
39% of nominals that are monitored are aged 17-18,  
38% of nominals that are monitored are aged 18 -24

**Havering Demographics**

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

*\*Expand box as required*

**Sources used:**

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

<b>Disability:</b> Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
<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.

		<p>Further to this MAC-UK have been commissioned to do some specific work around gangs and mental health in Havering. Going forward MAC-UK are going to become a regular partner of the Serious Group Violence panel which will enable us to work in partnership and utilize this resource better. As a result we will develop our understanding around this characteristic within this cohort</p> <p>Further evidence could be gathered on this protected characteristic through the YOS, Probation, Spark2Life and early help for those who feature on the Gangs matrix or SGV list in order to provide a fuller local picture.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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**Evidence:**  
**(Coid, 2013)**

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

The survey categorised men into three groups: gang members, violent men (not in a gang) and non-violent men. Anxiety disorders x2  
Psychosis – x4  
Psychiatrist / mental health related admission x8  
Suicide attempt –x13  
Antisocial personality disorder- x57

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

*\*Expand box as required*

**Sources used:**

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

<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.&oq=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&gs\\_l=psy-ab.3...1418.1418.0.1817.1.1.0.0.0.0.76.76.1.1.0....0...1.1.64.psy-ab..0.0.0....0.ViChIqUddTs](https://www.google.co.uk/search?dcr=0&source=hp&q=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&oq=Simon+Harding+%E2%80%93+Girls+in+the+Gang%3A+Agency+and+Roles+a+new+interpretation.&gs_l=psy-ab.3...1418.1418.0.1817.1.1.0.0.0.0.76.76.1.1.0....0...1.1.64.psy-ab..0.0.0....0.ViChIqUddTs)
- National Gang Centre – Survey Analysis and Demographics <https://www.nationalgangcenter.gov/Survey-Analysis/Demographics>

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

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

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

*\*Expand box as required*

**Evidence:**

No evidence currently available

*\*Expand box as required*

**Sources used:**

*\*Expand box as required*

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

Please tick (✓) the relevant box:

**Positive**

**Neutral**

**Negative**

**Overall impact:**

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

		<i>*Expand box as required</i>
<b>Evidence:</b>		
Stonewall would be a source of information on all matters pertaining to LGBTQ communities.		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
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:</b> Consider people in a marriage or civil partnership		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>		<i>This characteristic is neutral in the context of equality and potential detriment of service to individuals concerned.</i>
<b>Neutral</b>	✓	
<b>Negative</b>		
*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:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	✓	<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>		
<b>Negative</b>		

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

<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:**  
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>		
<p><b>Sexual orientation,</b></p>	<p>Data around this protected characteristics has not been collated by services.</p>	<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>	<p>To be developed and reviewed for Quarter 3, 2021</p>	<p>Chris Stannett</p>

		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 annually following the annual review of the serious group violence problem profile .

The next review date: 31/10/2021

### WORK PROGRAMME 2018-19

<b>Committee Date</b>	<b>Report</b>
<b>11 September 2018</b>	Presentation On Night Time Economy (Problem Profile) Policing The Night Time Economy VAWG Strategy Presentation On Knife Crime Quarter 1 Performance Report Sub-Committee Work Programme
<b>28 November 2018</b>	Managing Offenders Update on implementation of Knife Crime Strategy Update on Fire Services in Havering Role of Community Rehabilitation Company Update on Burglary Plan Quarter 2 Performance Report Sub-Committee Work Programme
<b>28 February 2019</b>	Quarter 3 Performance Report Annual Strategic Assessment Sub-Committee Work Programme

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